

SHALER AREA SCHOOL DISTRICT

POLICY 419

SECTION: PROFESSIONAL EMPLOYEES
 TITLE: NON-SCHOOL ACTIVITIES
 ADOPTED: September 16, 1998
 REVISED:

419. NON-SCHOOL ACTIVITIES

1. Purpose The Board recognizes that members of the staff must enjoy private lives and may associate with others outside of school for political, economic, religious, cultural or personal reasons.
2. Authority When non-school activities threaten a staff member's effectiveness within the school system, the Board reserves the right to evaluate the impact of such activities upon a professional employee's responsibilities to the students and to the district's programs.
3. Delegation of Responsibility The Board directs the Superintendent to promulgate guidelines so that staff members may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.
4. Guidelines The following guidelines are provided for the information and direction of staff members:
 1. Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employees in the performance of district activities in fulfillment of the terms of their employment, reside with and may be claimed by the district.
 2. Do not use school property or school time to solicit or accept customers for private enterprises.
 3. The Board does not endorse, support nor assume liability for any staff member from this school district who conducts non-school outside activities in which students and employees of this district may participate.

4. Do not use school time for non-school activities when there is no valid reason to be excused from assigned duties.