



Section PROFESSIONAL EMPLOYEES

Title OUTSIDE ACTIVITIES

LACKAWANNA TRAIL SCHOOL DISTRICT

Lackawanna Trail School District

Adopted

Revised

	419. OUTSIDE 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. The Board and its supervisory staff, however, have a responsibility to evaluate staff members in terms of their faithfulness to, and effectiveness in discharging school duties and responsibilities. Therefore, when nonschool 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 employe's responsibilities to the students and to the district's programs.	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19
2. 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.	20 21 22 23 24 25
3. Guidelines	The following guidelines are provided for the information and direction of staff members: a. Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employes in the performance of district activities in fulfillment of the terms of their employment, reside with and may be claimed by the district.	26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
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- b. Do not use school property or school time to solicit or accept customers for private enterprises. The Board does not endorse, support nor assume liability for any staff member from this school district who conducts nonschool outside activities in which students and employes of this district may participate.
- c. Do not campaign on school property in behalf of any candidate for local, state or national office.
- d. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.
- e. Refrain from making public statements about private associations or interests during school hours, if such remarks are likely to violate community standards of propriety.
- f. Refrain from making public statements that are inconsistent with district policies and that could serve to harm the effectiveness of district programs.
- g. Do not tutor for compensation pupils assigned to this district without prior approval from the Principal.

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