



Section CLASSIFIED EMPLOYEES

Title OUTSIDE ACTIVITIES

LACKAWANNA TRAIL SCHOOL DISTRICT

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Revised

# Lackawanna Trail School District

## 519. OUTSIDE ACTIVITIES

### 1. Purpose

The Board recognizes that employees must enjoy private lives and may associate with others outside of school for political, economic, religious, or cultural or personal reasons. The Board and its supervisory staff, however, have a responsibility to evaluate employees in terms of their faithfulness to, and effectiveness in discharging school duties and responsibilities. Therefore, when nonschool activities threaten an employe's effectiveness within the school system, the Board reserves the right to evaluate the impact of such activities upon the employe's responsibilities to the district.

### 2. Delegation of Responsibility

The Board directs the Superintendent to promulgate guidelines so that classified employees may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.

### 3. Guidelines

The following are provided for the guidance of classified employees:

1. Do not use school property or school time to solicit or accept customers for private enterprises.
2. Do not use job time for outside activities when there is no valid reason to be excused from assigned duties.
3. Do not engage in political activities during assigned hours of employment.

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- 4. Refrain from expressions regarding district policies or procedures that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials.
- 5. Refrain from making public statements about private associations or interests if such remarks are likely to violate community standards of propriety.

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