

EASTON AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: March 5, 2007

REVISED:

	<p>419. OUTSIDE ACTIVITIES</p>
1. Purpose	<p>The Board recognizes that members of the professional staff do enjoy private lives and may associate with others outside of school for economic, religious, cultural or personal reasons. However, the Board and its supervisory staff have a responsibility to evaluate staff members in terms of their effectiveness in discharging assigned duties and responsibilities.</p>
2. Authority	<p>Therefore, when nonschool activities impact upon a staff member's effectiveness within the school system, the Board reserves the right to evaluate the effect of such activities upon the individual's completion of responsibilities to the students and to the district's programs.</p> <p>The Board does not endorse, support, nor assume liability for any district staff member who conducts nonschool, outside activities in which district students and employees may participate.</p>
3. Delegation of Responsibility	<p>The Superintendent or designee shall disseminate guidelines so that staff members may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.</p>
4. Guidelines	<p>The following guidelines are provided for the direction of staff members:</p> <ol style="list-style-type: none"> 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. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.

Do not tutor for compensation students assigned to your class without prior approval from the building principal.

Conflict of Interest

Employees shall not engage in or have any direct financial interest in any activity that conflicts with those duties and responsibilities for which they were hired.