

SUPPORT STAFF MEMBERS  
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Outside Activities

## 4230 OUTSIDE ACTIVITIES

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 non-school activities threaten an employee's effectiveness within the school system, the Board reserves the right to evaluate the impact of such activities upon the employee's responsibilities to the district.

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

The following regulations are provided for the guidance of noninstructional employees:

1. Do not give job time to outside activities when there is no valid reason to be excused from assigned duties;
2. Do not use school property or school time to solicit or accept customers for private enterprises, without written administrative permission.
3. Refrain from expressions that would disrupt harmony among your coworkers or interfere with the maintenance of discipline by school officials.

Adopted: 3 May 2004

