



POLICY 430 -- 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 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.

2. Delegation of Authority

The Board directs the Superintendent or his/her designee 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.

3. Guidelines

The following guidelines are provided for the information and direction of staff members:

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.

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 non-school outside activities in which students and employees of this district may participate.

Do not campaign on school property in behalf of any candidate for local, State, or national office while on school district time. The school district acknowledges the right of employees to engage in political activities on non-school time provided said activities do not interfere with the discharge of the employee's duties in school.

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

Page 2 of 2

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It is the policy of the West Jefferson Hills School District to not discriminate on the basis of sex, handicap, age, race, color, and national origin in its educational and vocational programs, activities, or employment as required by Title IX, Section 5094 and Title VI. For information regarding services, activities, programs, and facilities that are accessible to and usable by handicapped persons or about your rights or grievance procedures, contact the Personnel Director at 412-655-8450 x2228.