



POLICY 530 -- 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, 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.

2. Delegation of Authority

The Board directs the Superintendent or his/her designee to promulgate guidelines so that service employees 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 guidance of service employees:

Do not use school property or school time to solicit or accept customers for private enterprises.

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

Do not engage in political activities during assigned hours of employment. 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 during hours of employment.