PENN MANOR SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: September 13, 2010

REVISED:

319. OUTSIDE ACTIVITIES

1. Authority

The Board recognizes that administrative, professional and support employees do have the right to private lives and associations with others outside of school. However, the Board has a responsibility to evaluate employees' effectiveness in discharging assigned duties and responsibilities.

SC 510

Therefore, when nonschool activities directly impact upon an employee's effectiveness within the school district, the Board reserves the right to evaluate the effect of such activities on the individual's completion of responsibilities and assignments.

The Board does not endorse, support, nor assume liability for any district staff member who conducts nonschool, outside activities in which district students or employees may participate.

2. Delegation of Responsibility

The Superintendent or designee shall disseminate this policy so that employees may avoid situations in which personal interests, activities, and associations may conflict with the interests of the district.

3. Guidelines

The following guidelines are provided for the direction of all employees:

1. Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employees when performing assigned activities in fulfillment of the terms of 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.

	References: School Code – 24 P.S. Sec. 510