

Book	Policy Manual
Section	300 Employees
Title	Outside Activities
Code	319
Status	Active
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Authority

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

Therefore, when nonschool activities directly impact upon an employee's effectiveness within the school, the Joint Operating Committee reserves the right to evaluate the effect of such activities on the individual's completion of responsibilities and assignments.[\[1\]](#)

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

Delegation of Responsibility

The Administrative Director 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 school.

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 employees when performing assigned activities in fulfillment of the terms of employment reside with and may be claimed by the school.
2. Do not use school property or 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.

Legal [1. 24 P.S. 1850.1](#)