

# WALLINGFORD- SWARTHMORE SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: February 25, 2002

REVISED: March 23, 2015

319. OUTSIDE ACTIVITIES	
<p>1. Authority</p>   <p>SC 510</p>	<p>The Board recognizes that administrative, professional and classified employees enjoy 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.</p> <p>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.</p> <p>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.</p>
<p>2. Delegation of Responsibility</p>	<p>The Superintendent or designee shall disseminate this policy and administrative procedures so that employees may avoid situations in which personal interests, activities, and associations may conflict with the interests of the district.</p>
<p>3. Guidelines</p>	<p>The following guidelines are provided for the direction of district employees:</p> <ol style="list-style-type: none"> <li>1. 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.</li> <li>2. Do not use school property or school time to solicit or accept customers for private enterprises.</li> <li>3. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.</li> </ol>

Staff Attendance In School-Related Functions Held Outside The School

The Board directs staff members not to attend or participate, in any fashion, any school-related function held outside of the school at which alcoholic beverages are served to, or are readily available to, students or minors.

The Superintendent or designee shall establish procedures to implement this policy provision, and shall disseminate this policy and the applicable procedures to all staff members and parent-support groups associated with the schools.

References:

School Code – 24 P.S. Sec. 510