

# EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: ~~ADMINISTRATIVE~~  
EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: August 19, 2002

REVISED:

319. OUTSIDE ACTIVITIES	
1. Purpose	<p>The Board recognizes that <del>members of the administrative staff</del> <u>district employees</u> enjoy private lives and may associate with others outside of school for <u>political, economic, religious, cultural or personal reasons</u>. <del>However, the Board has a responsibility to evaluate administrators in terms of their effectiveness in discharging assigned duties and responsibilities.</del></p>
2. Authority	<p><del>Therefore, w</del>When nonschool activities impact upon an <u>administratoremployee's</u> effectiveness <u>and job performance</u> within the school system, the Board reserves the right to evaluate the effect of such activities upon the individual's completion of responsibilities to the students and to the school district's programs.</p> <p>The Board does not endorse, support, nor assume liability for any school district staff member who conducts nonschool, outside activities in which school district students and employees may participate.</p>
3. Delegation of Responsibility	<p>The Superintendent <u>or designee</u> shall <u>have the authority to</u> disseminate <u>guidelinesrules and regulations</u> so that <u>administratorsemployees</u> may avoid situations in which personal interests, activities, and associations may conflict with the interests of the school district.</p>
4. Guidelines	<p>The following guidelines are provided for the direction of <u>administratorsdistrict employees</u>:</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 school district employees in the performance of school district activities in fulfillment of the terms of their employment reside with and may be claimed by the school district.</li> <li>2. Do not use school property or school time to solicit or accept customers <u>or funds</u> for private enterprises, <u>businesses, associations, clubs and the like, including political, economic, religious, cultural or personal enterprises not to include non-profit or school-based organizations</u>. <del>The Board does not endorse, support, nor assume liability for any staff member from this school district who conducts nonschool outside activities in which students and employees of this school</del></li> </ol>

~~district may participate.~~

3. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.
4. Do not make public statements about private associations or interests during ~~school~~work hours if such remarks are likely to violate district standards of propriety.
5. Do not make public statements that are inconsistent with school district policies or procedures that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials and/or which could serve to harm the effectiveness of district programs.
6. Do not engage in political activities, including but not limited to, soliciting, receiving, collecting, handling, disbursing or accounting for assessments, contributions or other political funds, organizing, selling tickets to, promoting a candidate, soliciting votes in support of or opposition to a candidate, circulating petitions, displaying political pictures, badges, stickers or buttons on school district property during assigned hours of employment.

Employees shall be entitled to full rights of citizenship, and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee providing said activities do not interfere with the performance of the employee's duties or the school district's business.