

MUHLENBERG SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: January 11, 2012

REVISED:

319. OUTSIDE ACTIVITIES	
<p>1. Authority</p> <p>SC 510</p>	<p>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.</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 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 non-inclusive guidelines are provided for the information and direction of all employees:</p> <ol style="list-style-type: none"> 1. Do not utilize school material for personal gain. 2. 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. This policy does not include doctoral dissertations. 3. Do not use school property or school time to solicit or accept customers for private enterprises. 4. Do not use school time for outside activities related to personal gain. 5. Do not tutor for compensation students on your current class list.

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6. Do not conduct private tutoring for compensation on school property.
7. Do not engage in any tutoring activities that may cause liability to the district.

References:

School Code – 24 P.S. Sec. 510