

SECTION: CLASSIFIED EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: MARCH 18, 1996

REVISED:

# Lebanon School District

	519. OUTSIDE ACTIVITIES	1
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1. Purpose	The Board recognizes that classified employes must enjoy private lives and may associate with others outside of school for political, economic, religious or cultural or personal reasons. The Board and its supervisory staff, however, have a responsibility to evaluate classified employes in terms of their faithfulness to, and effectiveness in discharging school duties and responsibilities. Therefore, when non-school activities impinge upon an employe's effectiveness within the school system, the Board reserves the right to evaluate the impact of such activities upon the employe's responsibilities to the district.	4 5 6 7 8 9 10 11 12 13 14 15 16
2. Delegation of Responsibility	The board directs the Superintendent to promote the following guidelines to ensure that classified employes may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.	17 18 19 20 21 22 23
3. Guidelines	The following guidelines are provided for the guidance of classified employes:  Do not utilize school material for personal gain. Copyrights to materials or equipment developed, processed, or tested by district employes in the performance of district activities in fulfillment of the terms of their employment, reside with and may be claimed by the district.  Do not use school property or school time to solicit or accept customers for private enterprises. The Board does not endorse, support nor assume liability for any staff member from this school district who conducts nonschool,	24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41
	Page 1 of 2	42

outside activities in which students and  
employes of this district may participate.

Do not campaign on school property on behalf of  
any candidate for local, state or national  
office.

Do not use school time for outside activities  
when there is no valid reason to be excused  
from assigned duties.

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