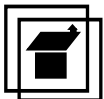


## 4230 OUTSIDE ACTIVITIES

The Board of Education recognizes that **support staff members** employees enjoy a private life outside **their job responsibilities** in the school **district** in which they enjoy associations and engage in activities with others for a variety of personal, economic, religious, or cultural reasons. The Board believes that school employees exert a continuing influence away from the school **district**. Further, the Board has directed the evaluation of staff in terms of their faithfulness to and effectiveness in discharging district duties. Accordingly, the Board reserves the right to determine **if when** activities outside the **support staff member's job responsibilities** school interfere with **their an** employee's performance and the discharge of the **support staff member's employee's** responsibilities to this district.

The Board directs that all **support staff members** employees be governed in their activities outside the school by the following guidelines:

1. **Support staff members are advised to refrain from conduct, associations, and offensive speech that, if given publicity, would tend to have an adverse or harmful effect upon pupils or the school community;**
2. **Support staff members** Employees shall ~~should~~ not devote time during ~~the~~ **their work** working day to an outside **private enterprise, business, or business organization** activity without valid reason, and. ~~They shall should~~ not solicit or accept customers for a private enterprises, **business, and/or business organization** on school **grounds** premises or during the school ~~their work~~ day without the express permission of the **Superintendent** \_\_\_\_\_;
3. The Board ~~will~~ **does** not endorse, support, or ~~not~~ assume liability **in any way** for any **staff member of this district** employee who conducts a private activity in which pupils or employees of this district participate;
2. ~~Employees shall refrain from public utterances or conduct that have an adverse or harmful effect upon the school community or interfere with the harmonious working relationships expected of district employees;~~
4. **Support staff members shall not campaign on school grounds during their work day, send campaign literature home with pupils, or request, direct or have pupils distribute campaign literature on behalf of any candidate for local, State, or national office or for any bond issue, proposal, or any public question submitted at any general, municipal, or school election; and**



53. Copyrights and patents to materials or equipment developed, written, prepared, processed, or tested by **support staff members** ~~employees~~ in the performance of their school district duties reside with and may be claimed by the Board.

DRAFT

Adopted: 17 July 2012  
Revised:

