



**Section:** CLASSIFIED EMPLOYEES  
**Title:** OUTSIDE ACTIVITIES  
**Adopted:** February 20, 1996  
**Revised:**

<b>512. OUTSIDE ACTIVITIES</b>	
1. Purpose	<p>The Joint Operating Committee recognizes that classified employees must enjoy private lives and may associate with others outside of school for political, economic, religious, cultural or personal reasons. The Joint Operating Committee, however, has a responsibility to evaluate classified employees in terms of their faithfulness and effectiveness in discharging school duties and responsibilities. Therefore, when nonschool activities impinge upon an employee’s effectiveness within the school, the Joint Operating Committee reserves the right to evaluate the impact of such activities upon his/her responsibilities to the students and to the school’s programs.</p>
2. Delegation of Authority	<p>The Joint Operating Committee authorizes the Administrative Director to promulgate guidelines so that classified employees may avoid situations in which their personal interests, activities and associations may conflict with the interests of the school.</p>
3. Guidelines	<p>The following guidelines are provided:</p> <ul style="list-style-type: none"> <li>• Do not use school property or school time to solicit or accept customers for private enterprises.</li> <li>• Do not campaign on school property on behalf of any candidate for local, state or national office.</li> <li>• Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.</li> <li>• Refrain from making public statements that could serve to harm the effectiveness of school educational programs.</li> </ul>