No. 4310
SECTION: PERSONNEL
TITLE: OUTSIDE ACTIVITIES

ADOPTED: 6/21/10
READOPTED: 1/29/14;11/15/16;6/17/25
REVISED:

OXFORD AREA SCHOOL DISTRICT

The Board recognizes that members of the staff enjoy private lives and associate with others outside of school for political, economic, religious, cultural or personal reasons. The Board and its administration, however, have a responsibility to evaluate staff members in terms of their faithfulness to and effectiveness in discharging school duties and responsibilities. Therefore, when non-school activities threaten a staff member's effectiveness within the school system, the Board reserves the right to evaluate the impact of such activities upon an employee's responsibilities to the students and to the district's programs.

The following guidelines are provided for the information and direction of the staff members:

1. School material should not be utilized for personal gain. Copyrights to materials or equipment developed, processed, tested by district employees in the performance of district activities in fulfillment of the terms of their employments, reside with and may be claimed by the district.

2. School property or school time should not be used to solicit for personal gain.

3. The Board does not endorse, support, nor assume liability for any staff member of this district who conducts non-school sponsored outside activities in which students and employees of this district may participate.

4. No employee should campaign on school property on behalf of any candidate for local, county, state or national office.

5. School time should not be used for outside activities when there is no valid reason to be excused from assigned duties.

6. Private tutoring for compensation shall not occur in school district buildings.