 **No. 305**

 **SECTION: EMPLOYEES**

**TITLE: OUTSIDE ACTIVITIES**

**MEDICAL ACADEMY ADOPTED: 10/8/13**

**CHARTER SCHOOL REVISED:**

 305. OUTSIDE ACTIVITIES

The Board recognizes that members of the staff must enjoy private lives and may associate with others outside of school for political, economic, religious, cultural or personal reasons. The Board and its supervisory staff, 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 a professional employee’s responsibilities to the students and to the school’s programs and to counsel the staff member accordingly.

The Board directs the Principal/CEO to promulgate guidelines so that staff members may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the school.

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

• Do not utilize school material for personal gain. Copyrights to materials or equipment

 developed, processed, or tested by employees in the performance of school activities

 in fulfillment of the terms of their employment, reside with and may be claimed by the school.

• 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

 who conducts non-school, outside activities in which students and employees of this school

 may participate.

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

 office, other than working the polls on election day, if such polls are located in the school.

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

 assigned duties.

• Refrain from making public statements about private associations or interests during school

 hours, if such remarks are likely to violate community standards of propriety.

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• Do not tutor for compensation pupils assigned to your school or your class without prior

 approval from the Principal/CEO.

• Do not enter into personal relationships with students or engage in conduct with students that is

 or could be reasonably perceived as sexual in nature or which is otherwise likely to offend

 community standards of propriety.