

CHESTER COUNTY
 INTERMEDIATE
 UNIT 24

SECTION: EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: JULY 21, 2010

READOPTED: SEPTEMBER 16, 2015

<p>1. Authority</p>	<p style="text-align: center;">319. OUTSIDE ACTIVITIES</p> <p>The Board recognizes that employees do have the right to private lives and associations with others outside of school. The Board also recognizes the potential contributions its staff can provide to the community at large and expects its staff to make decisions and perform their assigned functions in the best interest of the Intermediate Unit.</p> <p>When nonschool activities directly impact upon an employee's effectiveness within the Intermediate Unit, the Board reserves the right to evaluate the effect of such activities on the individual's completion of responsibilities to the students and to the Intermediate Unit's programs and services.</p> <p>The Board does not endorse, support, nor assume liability for any Intermediate Unit staff member who conducts nonschool, outside activities in which Intermediate Unit students or employees may participate.</p> <p>Employees may engage in outside compensated employment subject to the following conditions:</p> <ol style="list-style-type: none"> 1. The work does not interfere with the staff member's regular assignment. 2. The work performed is done after hours or while on vacation, nonscheduled or personal leave days. 3. The work is not an extension of the staff member's regular duties to students, parents/guardians, constituent districts or vendors. 4. No Intermediate Unit materials, supplies, equipment or personnel are involved in the activity without the permission of the Executive Director and compensation for same. 5. The work may be performed on Intermediate Unit time with approval of the Executive Director or his/her designee, provided that all compensation for such service shall be paid to the Intermediate Unit.
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6. That compensation is fee-for-service provided and/or reimbursement for expenses incurred.
7. The work provided does not compete with the Intermediate Unit, or imply that the staff member is representing the Intermediate Unit.
8. The work does not entail the use of, or reveal, confidential Intermediate Unit information or Intermediate Unit-related information not available to the public at large.

A staff member, at the request of a parent/guardian or constituent school district official, may provide services to a student or constituent school district with disclosures and approval by the staff member's division director. A staff member shall not solicit business from the parents/guardians of an Intermediate Unit student.

These guidelines do not attempt to limit the activities of any staff member, but to grant maximum flexibility in meeting personal and professional obligations.

References:

School Code – 24 P.S. Sec. 964

Board Policy – 319.1