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| Book | Policy Manual |
| Section | ALL EMPLOYEES |
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Purpose

The Board of School Directors ("Board") of Springfield School District ("District") recognizes that District employees 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 District employees in terms of their faithfulness to, and effectiveness in, discharging school duties and responsibilities.

Authority

Therefore, when nonschool activities impinge upon a District employee's effectiveness within the school system, the administration reserves the right to evaluate the impact of such activities upon his/her responsibilities to the students and to the District's programs with the approval of the Superintendent.

[\[1\]](#)

The following examples are provided for the guidance of District employees:

1. Do not use school property or school time to solicit or accept customers for private enterprises.
2. Do not use job time for outside activities when there is no valid reason to be excused from assigned duties.
3. Do not engage in political activities during assigned hours of employment.
4. Do not utilize school material or facilities for personal gain. Copyrights to materials or equipment developed, processed, or tested by District employees in the performance of District activities in fulfillment of the terms of their employment, reside with and may be claimed by the District.
5. The Board does not endorse, support, nor assume liability for any employee from this District who conducts nonschool outside activities in which students and employees of this District may participate.

Tutoring, music lessons, sports training and other activities which support District programs, are exempted from this policy and are at the discretion of the Superintendent or designee for a reasonably determined fee for services.

DISCLAIMERS:

This policy is superseded by all current federal and state laws and mandates.

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Legal

1. 24 P.S. 510