

NORTHERN LEHIGH SCHOOL DISTRICT

SECTION: NON-PROFESSIONAL
EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: March 10, 1997

REVISED:

519. OUTSIDE ACTIVITIES	
1. Purpose	The Board recognizes that employees must enjoy private lives and may associate with others outside of school for political, economic, religious or cultural or personal reasons. The Board and its supervisory staff, however, have a responsibility to evaluate employees in terms of their faithfulness to, and effectiveness in discharging school duties and responsibilities. Therefore, when nonschool activities threaten an employee's effectiveness within the school system, the Board reserves the right to evaluate the impact of such upon the employee's responsibilities to the district.
2. Delegation of Responsibility	The Board directs the Superintendent to promulgate guidelines so that non-professional employees may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the district.
3. Guidelines	Non-professional employees shall be entitled to full rights of citizenship, and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee providing said activities do not interfere with the performance of the employee's duties or the District's business.