

CARBON CAREER & TECHNICAL INSTITUTE

SECTION: PROFESSIONAL EMPLOYEES

TITLE: OUTSIDE ACTIVITIES

ADOPTED: December 16, 2004

REVISED: August 17, 2006

REVIEWED: July 24, 2025

419. OUTSIDE ACTIVITIES	
1. Purpose	<p>Purpose The Joint Operating Committee recognizes that members of the professional staff must enjoy private lives and may associate with others outside of school for economic, religious, cultural or personal reasons.</p> <p>The Joint Operating Committee and its supervisory staff, however, have a responsibility to evaluate staff members in terms of their effectiveness in discharging school duties and responsibilities.</p>
2. Authority	<p>Authority Therefore, when nonschool activities impact upon a staff member's effectiveness within the school, the Joint Operating Committee reserves the right to evaluate the effect of such activities upon a professional employee's responsibilities to the students and to the school's programs.</p> <p>The Joint Operating Committee does not endorse, support, nor assume liability for any staff member who conducts nonschool, outside activities in which students or employees of this school may participate.</p>
3. Delegation of Responsibility	<p>Delegation of Responsibility The Administrative Director or designee shall 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.</p>
4. Guidelines	<p>Guidelines The following guidelines are provided for the direction of staff members:</p> <ol style="list-style-type: none"> 1. 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. 2. Do not use school property or school time to solicit or accept customers for private enterprises.

419. OUTSIDE ACTIVITIES - Pg. 2

	3. Do not use school time for outside activities when there is no valid reason to be excused from assigned duties.
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