



Book	Policy Manual
Section	Volume 35, No. 2 for Board Approval
Title	Revised Policy - Volume 35, No. 2 - July 2023 - OUTSIDE ACTIVITIES OF SUPPORT STAFF
Code	po4231
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### Revised Policy - Volume 35, No. 2 - July 2023

#### 4231 - OUTSIDE ACTIVITIES OF SUPPORT STAFF

The Board of Managers directs the Director to promulgate the following guidelines so that support staff members may avoid situations in which their personal interests, activities, and associations may conflict with the interests of the Cooperative. If ~~nonschool~~ non-school activities threaten an employee's effectiveness within the Cooperative, the Board reserves the right to evaluate the impact of such activity upon the employee's responsibility to the Cooperative.

- A. ( x ) Support staff members ~~should~~ shall not give school time to outside activities when there is not valid reason to be excused from assigned duties.
- B. ( x ) Support staff members shall not use school property or school time to solicit or accept customers for private enterprises without written administrative permission.
- C. ( x ) Support staff members shall not campaign on school property during school time on behalf of any political issue or candidate for local, State, or National office.
- D. ( x ) Support staff members ~~should~~ shall avoid conduct and associations outside the school which, if known, could have an adverse or harmful effect upon the school community.
- E. ( x ) Support staff members ~~should~~ shall refrain from expression that would disrupt harmony among their ~~co-workers~~ co-workers or interfere with the maintenance of discipline by school officials.

I.C. 35-44.1-1-3(f)

#### Cross References

Policy 3113 - Conflict of Interest  
Policy 4113 - Conflict of Interest

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Legal	I.C. 35-44.1-1-3(f)
Cross References	po4113 - CONFLICT OF INTEREST po3113 - CONFLICT OF INTEREST