

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

TEACHING STAFF MEMBERS
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Outside Activities

3230 OUTSIDE ACTIVITIES

The Board of Education recognizes that teaching staff members enjoy a private life outside their job responsibilities in the school district. The Board believes the role of the teaching profession is such that teachers exert a continuing influence away from the school district. Accordingly, the Board reserves the right to determine if activities outside the teaching staff member's job responsibilities interfere with their professional performance and the discharge of the member's responsibilities to the ~~pupils~~-students of this district.

~~The Board directs that a~~All teaching staff members are advised to be governed in the conduct of personal activities by the following guidelines:

1. During school hours and in the presence of students on school premises or during school sponsored activities, teaching staff members are advised to refrain from public utterances, conduct, associations and speech that, if given publicly, would tend to have an adverse or harmful effect upon pupils, the communities, or the school community, or interfere with the harmonious working relationships expected of district employees.
2. Teaching staff members shall not devote time during their work day to any outside private enterprise, business, or business organization. They shall not solicit or accept customers for a private enterprise, business, and/or business organization on school grounds during their work day without the express permission of the Superintendent or designee.
3. The Board does not endorse, support, or assume liability in any way for any staff member of this district who takes ~~pupils~~-students on trips not approved by the Board or Superintendent, and shall not be liable for the welfare of ~~pupils~~-students who travel on such trips. Any staff member who takes pupils of this district on a trip not approved by the Board of Superintendent shall clearly and concisely inform the parent(s) of any ~~pupil~~ student solicited and/or attending such a trip that the trip is not endorsed, supported, approved, or authorized by the Board of Education. A staff member shall not solicit ~~pupils-students on school grounds of this district~~ for trips not approved by the Board or Superintendent ~~on school grounds of the district without permission of the Superintendent;~~
- 3.4. The Board does not endorse, support, or assume liability in any way for any teaching staff member of this district who conducts a private activity in which students or employees of this district participate;
- 4.5. Teaching staff members shall not ~~campaign on school grounds during their work day,~~ send campaign literature home with ~~pupils~~students, or request, direct, or have ~~pupils-students~~ distribute campaign literature on behalf of any candidate for local, state, or national office or for any bond issue, proposal, or any public question submitted at any general, municipal, or school election; during school hours in the presence of students or on an election day in a school facility that is used as a polling place. No

student shall be requested or directed by any teaching staff member to engage in any activity which tends to promote, favor, or oppose any such candidacy, bond issue, proposal, or public question;

6. Teaching staff members shall not promote a position of a collective bargaining issue or political issue while in the presence of students when on school premises or during school sponsored events or activities.

~~5.7. Copyrights and patents to materials or equipment developed, written, prepared, processed or tested by teaching staff members in the performance of their professional district duties reside with and may be claimed by the Board.~~

~~6.8.~~ Teaching staff members shall not privately tutor ~~pupils~~ students for compensation that are currently enrolled in their classes.

9. Copyrights and patents to materials or equipment developed, written, prepared, processed or tested by teaching staff members in the performance of their professional district duties reside with and may be claimed by the Board.

~~7.~~ 10.

10. Teaching staff members shall not engage in any outside activities that would constitute a conflict of interest with their responsibilities in the SOMSD.

N.J.S.A. 18A:42-4

N.J.S.A. 19:1.1 et seq.

Cross Reference: 4230 Outside Activities (Support Staff)

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