

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 schools district ~~in which they enjoy associations and engage in activities for a variety of personal, economic, religious, or cultural reasons~~. The Board believes ~~that~~ the role of the teaching profession is such that teachers exert a continuing influence away from the school districts. ~~Further, the Board has directed the evaluation of staff in terms of their faithfulness to and effectiveness in discharging professional duties.~~ Accordingly, the Board reserves the right to determine ~~when if~~ activities outside the teaching staff member's job responsibilities schools interfere with ~~a their staff member's~~ professional performance and the discharge of the member's responsibilities to the pupils of this district.

The Board directs that all teaching staff members 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 ~~shall~~ 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 ~~the working~~ their work day to any outside private enterprise, business, or business organization ~~activity~~. They ~~should~~ shall not solicit or accept customers for a private enterprises, business, and/or business organization on school ~~premises grounds~~ or during their work school 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 on trips not approved by the Board or Superintendent, and shall not be liable for the welfare of pupils 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 solicited and/or attending such a trip that the trip is not endorsed, supported, approved, or authorized by the Board of Education. A ~~No~~ staff member ~~may~~ shall not solicit pupils of this district for ~~such~~ trips not approved by the Board or Superintendent ~~within the facilities or on the school grounds of the district~~ without permission of the Superintendent;
4. Teaching staff members shall not campaign on school ~~premises grounds during their work day, send campaign literature home with pupils, or request, direct, or have pupils 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 ~~on the ballot;~~ during school hours in the presence of students or on an election day in a school facility that is used as a polling place.

5. ~~At~~ Teaching staff members shall not ~~in any manner, including but not limited to the wearing of buttons, display or~~ 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.
6. ~~Ownership of~~ Copyrights and patents to materials or equipment developed, written, prepared, processed or tested by teaching staff members in the performance of their ~~school professional~~ district duties resides with and may be claimed by the Board.

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7. Teaching staff members ~~should~~ shall not ~~act as a privately~~ tutor ~~for students~~ pupils for compensation that are currently enrolled in their classes ~~for compensation when the subject matter of the tutelage is the same as that which is being taught in that class.~~

N.J.S.A. ~~18A:14-72~~; 18A:42-4

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

Cross Reference: 4230 Outside Activities (Support Staff)

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