

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

SUPPORT STAFF MEMBERS
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Outside Activities

4230 OUTSIDE ACTIVITIES

The Board of Education recognizes that employees-support staff members enjoy a private life outside ~~the their job responsibilities in the school district in which they enjoy associations and engage in activities with others for a variety of personal, economic, religious, or cultural reasons~~. The Board believes that school employees exert a continuing influence away from the school district. ~~Further, the Board has directed the evaluation of staff in terms of their faithfulness to and effectiveness in discharging district duties~~. Accordingly, the Board reserves the right to determine ~~when if~~ activities outside the support staff member's job responsibilities school interfere with ~~an their employee's~~ performance and the discharge of the employee's support staff member's responsibilities to this district.

The Board directs that all employees-support staff members be governed in their activities outside the school by the following guidelines:

1. Support staff members are advised to refrain from conduct, associations, and offensive speech that, if given publicity, would tend to have an adverse or harmful effect upon pupils or the school community;
- ~~1-2.~~ Employees-Support staff members shall not devote time during their work working day to an outside private enterprise, business, or business organization activity. They shall not solicit or accept customers for a private enterprises, business, and/or business organization on school grounds premises ~~or~~ during ~~the school their work~~ day without the express permission of the Superintendent or designee.
- ~~2-3.~~ The Board shall does not endorse, support, or during school hours and in the presence of students on school premises or during school sponsored activities, support, nor assume liability in any way for any employee-staff member of this district who conducts a private activity in which pupils or employees of this district participate.
- ~~3.~~ Support staff members shall 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.
4. Support staff members shall not campaign on school 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; and

4.5. School employees 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 on school premises or during school sponsored events or activities.

5.6. ~~Ownership of~~ Copyrights and patents to materials or equipment developed, written, prepared, processed or tested by ~~employees~~ support staff members in the performance of their school district duties reside with and may be claimed by ~~s with~~ the Board.

Cross Reference: 3230 Outside Activities (Teaching Staff)

Previously Adopted: April 2, 2001

First Reading: June 17, 2013 ~~March 12, 2001~~

Second Reading: ~~March 19, 2001~~

~~Adopted~~ Latest Adoption: ~~April 2, 2001~~