

POLICY GUIDE

TEACHING STAFF MEMBERS

3230/page 1 of 2

Outside Activities

Mar 87

Dec 12

[See POLICY ALERT No. 198]

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 schools **district**. 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 **if when** activities outside the **teaching staff member's job responsibilities** ~~schools~~ interfere with **their** ~~a 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. Teaching staff members **are advised to** ~~should~~ 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;
2. Teaching staff members **shall** ~~should~~ not devote time during **the their work** ~~working~~ day to an outside **private enterprise, business, or business organization** ~~activity without valid reason~~. They **shall** ~~should~~ not solicit or accept customers for **a private enterprises, business, and/or business organization** on school **grounds** ~~premises or~~ during **the their work** ~~school~~ day without the express permission of the **Superintendent** _____;
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 or Superintendent shall clearly and concisely**



POLICY GUIDE

TEACHING STAFF MEMBERS

3230/page 2 of 2

Outside Activities

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 **grounds premises 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;**
5. Teaching staff members **shall** ~~should~~ not ~~as a practice~~ **privately** tutor pupils **for compensation that are** currently enrolled in their classes ~~privately for compensation;~~ **and**
6. Copyrights and patents to materials or equipment developed, written, prepared, processed, or tested by teaching staff members in the performance of their professional duties reside with and may be claimed by the Board.

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

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

Second Reading: 19 September 2013

