

# REGULATION GUIDE

SUPPORT STAFF MEMBERS

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Outside Activities

Mar 89

Dec 12

[See POLICY ALERT No. 198]

## R 4230 OUTSIDE ACTIVITIES

### A. Outside Employment

1. A full-time employee may engage in outside employment **only** when such employment does not:

a. Constitute a conflict of interest;

**b. Violate the New Jersey School Ethics Act; or**

**cb.** Occur at a time when the employee has assigned district duties **and responsibilities.**

~~c. Diminish the employee's efficiency in performing assigned district duties.~~

2. A full-time employee who engages in employment outside the district shall report that employment to the **Superintendent only if the outside employment may require any type of accommodation by the school district or if the outside employment would require the staff member to not perform or limit the staff member's ability to perform all the responsibilities of their school district employment**.

### B. Private Enterprise, **Business, or Business Organization**

1. **An** ~~No~~ employee **shall not** ~~may~~ conduct activities on school district **grounds** ~~property designed to~~ **that may** advance a private enterprise, **business, or business organization** without the express permission of the **Superintendent**. ~~Permission will not be given for solicitations or collections on behalf of a private enterprise, business, or business organization.~~



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2. ~~An~~ ~~No~~ employee ~~may~~ **shall not**, on school **grounds** ~~premises~~, **solicit** ~~advertise, recruit, or finance activities~~ pupils **for trips** ~~for~~ pupils other than those expressly approved by the Board of Education **or Superintendent without permission of the Superintendent**. School **grounds** ~~property may~~ **shall** not be used as the point of departure or arrival for any such privately arranged activity.

## ~~C. Outside Associations~~

~~Employees should avoid conduct and associations off the job that, if known, would have an adverse or harmful effect upon pupils or the instructional program.~~

Second Reading: 19 September 2013

