

Policy #3230 OUTSIDE ACTIVITIES

The Board of Education recognizes that teaching staff members enjoy a private life outside the schools 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. 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 activities outside the schools interfere with 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 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 should not devote time during the working day to an outside activity without valid reason. They should not solicit or accept customers for private enterprises on school premises or during the school day without the express permission of the Superintendent.

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. No staff member may solicit pupils of this district for such trips within the facilities or on the school grounds of the district.

3. Teaching staff members shall not campaign on school premises on behalf of any candidate for local, state, or national office or for any public question on the ballot.
4. Teaching staff members shall not as a practice tutor students currently enrolled in their classes privately for compensation.
5. No employee shall be the agent for or be in any way pecuniarily or beneficially interested in the sale of any textbooks, equipment, services or supplies to the Vineland Board of Education and shall not solicit on school property for any of the above except upon authorization of the Board of Education.

The Board may consider authorizing the expenditure if the Board determines the amount *de minimus* and of no substantial benefit to the employee or his/her spouse or if the expenditure is made on behalf of any PTO, club, school activity, sports team or otherwise as part of a related or school fundraiser.

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:14-72; 18A:42-4

Adopted: 11 June 1997
REVISED: 13 Aug 2008