

REGULATION

MIDDLETOWN TOWNSHIP BOARD OF EDUCATION

PROPERTY
R 7510/Page 1 of 14
USE OF SCHOOL FACILITIES

R 7510 USE OF SCHOOL FACILITIES

A. Classification of Users

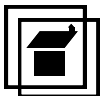
Organizations and individuals using school facilities will be classified as Class I, II, or III users as follows:

1. Class I users will be given priority for the use of school facilities over other users and may use school district facilities without payment of a use fee or charge for custodial and service (fuel, water, and electricity) costs. Class I users include the following organizations and individuals:

- School Clubs and activities held by staff members (to benefit the pupils or the school district)
- PTA/PFA/PTO Functions
- Middletown Parks and Recreation
- MAECOM Adult School
- School Fundraisers (including The Great Race, Granny's Attic, Spinning Wheel)
- Educational Testing Services (PSAT, SAT, ACT - test taking days)
- Middletown Fire Academy
- Middletown Summer Conditioning Practices for district student athletes held by district coaches
- Community members' use of the high school tracks (Application procedures do not apply)

2. Class II users will be given priority for the use of school facilities over Class III users and may use school district facilities ~~without payment of a use fee but may~~ **with payment of a use fee and will** be charged custodial and service costs. Custodial fees will be charged if custodians are required outside of regularly scheduled hours **and staffing levels**. Class II users include the following organizations and individuals:

- Boy Scouts/Girl Scouts



REGULATION

MIDDLETOWN TOWNSHIP BOARD OF EDUCATION

PROPERTY
R 7510/Page 2 of 14
USE OF SCHOOL FACILITIES

- Community Sports Teams (Children and Adults – Middletown based teams that are 80% or more Middletown residents) Note: This will include individual games whereby the host team playing in the game is a Class II community sports team as defined herein (more than 80% Middletown residents). Applicants requesting facilities for tournaments or multi-team events or games will be considered Class III users under this policy and applicable rental and custodial fees will apply.
3. Class III users will be given lowest priority for the use of school facilities and may use school district facilities only with payment of a use fee and charges for custodial and service costs. All Class III users are required to pay their rental fee and custodial fee 14 days before the event. Class III users include the following organizations and individuals:
- Religious Organizations
 - Outside organizations or events (proceeds do not benefit the school district)
 - Amateur Athletic Union teams and teams based outside the Middletown area
 - Sports Camps and Clinics run by district coaches (Coaches will be responsible for all custodial overtime.) Applicant must pre-pay the applicable facility use fee and any custodial overtime at least 14 days in advance of the camp/clinic. Payment must be in the form of a check or money order made payable to the “Middletown Township Board of Education.” The facility use fee will be deposited directly into the Student Activity Account for the sport/club indicated on the application.)
 - All users not categorized as Class I or II above.
4. The district may require payment for custodial time for any Class I or ~~Class II~~ users if an inordinate amount of custodial time is required. The amount of custodial time must be agreed to prior to the issuance of the permit, and will be clearly indicated therein.
5. The Superintendent and School Business Administrator/Board Secretary or designee reserve the right to deny any permit application if they determine that it is in the best interest of the school district to do so, or a user group has not paid fees in a timely manner.



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 3 of 14
USE OF SCHOOL FACILITIES

B. Application Procedures

1. Application must be made in writing and on the form supplied by the school district. The form is available in the office of the School Business Administrator/Board Secretary.
2. Application for use of school facilities must be submitted to the Building Principal not less than fourteen calendar days before the date of the requested use.
3. The application must be signed by an adult representative of the requesting organization, who will be considered by the Board to be the agent of the organization.
4. The application must include all the facilities, equipment and supplies that the applicant wishes to include in the use, pursuant to Policy No. 7520, Loan of School Equipment, and all the dates and times of the requested use. Approval of any application is limited to the facilities, dates, and times expressly requested on the application. Approval does not include the use of rooms or buildings not expressly requested.

C. Approval

1. The Building Principal will review each application and check the school calendar to determine whether the facility requested is available at the date and time requested, that is, the facility has not been scheduled
 - a. For use in the instructional or co-curricular program,
 - b. For maintenance, repair, or capital improvement, or



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 4 of 14
USE OF SCHOOL FACILITIES

- c. For use by another organization.

2. If the facility is not available for use, the Building Principal will so inform the representative of the organization and may suggest alternative dates, times, or facilities.

3. If the facility is available for use and the applicant meets the standards set by Policy No. 7510 and these regulations, the Building Principal will note his/her approval on the application form and will record the classification of the applicant organization and forward the application to the School Business Administrator/Board Secretary or designee for final approval or for referral to the Board for requests that may be approved only by the Board.

4. Standards for approval include the following limitations on use:
 - a. School facilities are available for use only on weekdays, Saturdays and Sundays. School facilities are not available when school is not in session with the exception of the high school tracks.
 - b. School facilities are not available for use during the school day. High school tracks may not be used when athletic activities or classes are taking place.
 - c. The use of school facilities will generally not be granted for observances or celebrations that are essentially private in nature or for meetings of small groups that can conveniently convene in private homes.
 - d. In accordance with Policy No. 7510, the use of school facilities will not be granted for partisan political activity, or any purpose that is prohibited by law.
 - e. High school tracks may only be used for running and



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 5 of 14
USE OF SCHOOL FACILITIES

- walking in sneakers.
- f. Vehicles, rollerblades, skateboards, strollers and bicycles, etc., are strictly prohibited on the high school tracks.
 - g. Animals are strictly prohibited.
 - h. The high school tracks may only be used from dawn to dusk when the gates are unlocked.
5. The School Business Administrator/Board Secretary or designee will determine the classification (I, II, or III) of the applicant organization and the fees and costs, if any, to be charged for the use of the facility. This information will be provided on the application form.
 6. In the event of a conflict between requesting organizations within the same class, the request received earlier by the district will be honored first.
 7. A copy of each approved or disapproved application will be distributed to the representative who signed the application form.
 8. The application form will include the rules governing the use of school facilities, and the representative's signature on the application will signify notice of those rules and the organization's agreement to be bound by those rules.
 9. The Board reserves the right to deny an application and to withdraw permission to use school facilities after approval has been granted and after the use has commenced. Permission may specifically be withdrawn from any organization whose representative has willfully made misrepresentation on the application or whose members violate the rules established for the use of school facilities. Such withdrawal of permission may constitute grounds for denying a future application made by the organization.
 10. Permission to use school facilities is not transferable.



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 6 of 14
USE OF SCHOOL FACILITIES

11. The organization representative must inform the School Business Administrator/Board Secretary or designee of any canceled use request as soon as he/she is aware of the cancellation. An organization's failure to inform the School Business Administrator/Board Secretary or designee of a canceled use at least five working days in advance of the scheduled time of the use may result in imposition of service charges.
12. Permission to use a school facility is automatically withdrawn on a day when the facility is closed for inclement weather, work stoppage, or other emergency.

D. Insurance and Indemnification

1. The representative of an organization granted permission to use a school facility must assume responsibility for the orderly and careful use of the facility and must agree to assume liability for any damage or loss of property caused by the use or in the course of the use.
2. The organization and/or its representative will hold the Board of Education harmless from claims arising out of the permitted use of the school facility or during the user's occupancy. In addition, the user shall agree to save the Board harmless from liability for injury or damage to any person or property of any person who may be attending or participating in the function or activity for which permission has been granted.
3. The user shall furnish evidence of the purchase of liability insurance in the amount of
 - a. \$1,000,000 per person,
 - b. \$1,000,000 per accident or event, and
 - c. \$1,000,000 property damage.
4. Any youth sports team organization that is granted permission to use school facilities must provide the school district proof of an



insurance policy against liability for any bodily injury in the amount of not less than \$50,000 per person per occurrence, insuring the youth sports team organization against liability for any bodily injury suffered by a person. The youth sports team organization must also provide a statement of compliance with the school district's Policy and Regulation 2431.4 - Prevention and Treatment of Sports-Related Concussions and Head Injuries, which will be provided to the adult representative of the requesting organization with the application to use school facilities.

For the purpose of this Policy, a "youth sports team organization" means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.

E. Rules for the Use of School Facilities

1. Users of school facilities will be bound by the law.
 - a. Users must comply strictly with all applicable statutes; municipal ordinances; and rules of the Board of Health, Fire Department, and Police Department regarding public assemblies.
 - b. The use must not exceed the established capacity of the facility used.
 - c. The use, possession, and/or distribution of alcohol and/or controlled dangerous substances is absolutely prohibited, in accordance with law and Policy Nos. 5530 and 7435.
 - d. Smoking is prohibited in accordance with Policy No. 7434.
 - e. School facilities cannot be used for any purpose prohibited by law or likely to result in rioting, disturbance of the peace, damage to property or for the purpose of defaming others.



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 8 of 14
USE OF SCHOOL FACILITIES

- f. The use must not involve gambling or games of chance.
2. Users of school facilities will respect Board property.
 - a. The user will not damage, destroy, or deface school property. The facility shall be used with care and left in an orderly and neat condition.
 - b. The user must request in the application and receive permission to bring and use equipment, decorations, or materials to the school facility. No equipment, decorations, or materials may be nailed to floors, walls, windows, woodwork, curtains or fixtures or affixed to the same in any manner that defaces or damages school property or grounds.
 - c. Any equipment, scenery, decorations, or other material brought to the school facility and any debris caused by the use or remaining after the use must be promptly removed by the user. Any such materials left on school premises beyond the time period approved in the application may be removed by the Board at the user's expense. The Board assumes no liability for damage to or loss of materials brought to school facilities.
 - d. The user must request in the application and receive the Principal's permission to use a district piano, provided it is not moved from its present location.
 - e. Users of the gymnasium must ensure that all participants wear rubber-soled footwear to prevent damage to floors.
 - f. No school facility may be used for a purpose in conflict with the purpose for which the facility was designed.
 - g. Lighting equipment, sound equipment ventilation systems, and thermostatic controls may be operated only by an employee of the district.



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 9 of 14
USE OF SCHOOL FACILITIES

- h. The user must request in the application and receive the Principal's permission to serve and consume food and/or beverages on school premises. The service and consumption of food and/or beverages is strictly limited to the area for which permission is granted. If food and/or beverages are served, the user must clean all utensils, equipment, serving dishes, and the like and restore the facility to its proper condition. The user may not consume food or beverages or use supplies purchased with public funds. User organizations are required to adhere to Middletown Township Department of Health regulations.
- i. No signs, posters, advertisements, or other displays may be placed in a school building without the prior approval of the Principal.
- j. No school keys shall be issued to a user other than the Middletown Department of Parks and Recreation where applicable. Permission to use school keys may be revoked at the discretion of the school district.
- k. No animal shall be allowed on school premises without the prior approval of the Principal.
- l. An authorized school district staff member shall examine the school facilities and/or grounds after the use and will inform the user of any loss or damage that must be corrected.
- m. Permission to use school facilities extends only to the facility requested. Users are not entitled to enter health offices, administrative offices, storage closets, or any other room to which permission to use has not been expressly granted. Users are not permitted to use district telephones, computers, and office equipment.
- n. No vehicles of any type shall be operated in any area that is not designed for such vehicles without prior permission.



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 10 of 14
USE OF SCHOOL FACILITIES

3. Uses Must be Properly Supervised.
 - a. A school custodian must be on duty during the entire time a use occurs with the exception of the high school tracks. The custodian is present for the purpose of insuring the security and proper functioning of the facility and of enforcing these regulations. The custodian is paid by the Board and may not accept gratuities from users.
 - b. The use of certain school facilities (such as auditorium stage) require the services of school employees trained in the use of the facility. The user will be charged an additional fee and the school employee will be compensated accordingly by the district. Guidelines for use of auditorium must be strictly followed.
 - c. The user must assume full responsibility for the conduct of all participants in the use while they are in or about school buildings and grounds and must enforce these regulations. The user must provide an adequate number of persons to supervise participants in the activity. The district, depending on the activity, may require as a condition of approval, a certain number of chaperones, law enforcement officials, and/or a school district representative(s) to be present at the activity.
 - d. The user must, in consultation with the District, anticipate the need for the assistance of Middletown School District security guards, Middletown Police, fire fighters, parking attendants, and other security personnel. The District will require Middletown School District security personnel and/or Middletown Police to provide security services at any event with more than 100 persons in attendance. For events with more than 100 attendees, the District will determine the required number of these security personnel on a case-by-case basis. All such services must be arranged by the user and will be at the expense of the user. When a user refuses or fails to secure required security personnel or other required service providers after being advised to do so by the District, the District's permission to use the facility will be withdrawn.



REGULATION

MIDDLETOWN TOWNSHIP BOARD OF EDUCATION

PROPERTY
R 7510/Page 11 of 14
USE OF SCHOOL FACILITIES

In addition to securing security personnel as outlined above, at least one leader from each user group must receive security training by a District designated trainer annually.

- e. Board members and school officials are entitled to full and free access to any part of the school premises during any use. No user may exclude a Board member or school official from a school facility for any reason.

F. Fee Schedule

- 1. Class I users will not be charged a fee or costs for the use of schools and high school tracks, or a charge for custodial services.
- 2. Class II users will ~~not~~ be charged a facility fee ~~with the exception of for use of a high school turf field,~~ **but** and will be charged
 - a. For the specific services of school employees rendered pursuant to E3a and E3b, if any, and

- b. Custodial costs will be calculated as follows:

Current maximum custodial hourly rate as established annually by the School Business Administrator/Board Secretary.

Custodial Rates (Four hour minimum) will be charged as follows:

Saturdays	Time and one-half the current custodial hourly rate.
Sundays and Holidays	Two times the current custodial hourly rate.
Weekdays	Time and one-half the current custodial hourly rate after normal workday.

- c. Class II facility fees ~~for high school turf fields~~ are as follows:



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
 R 7510/Page 12 of 14
 USE OF SCHOOL FACILITIES

<u>Facility</u>	<u>Fee</u>
All Purpose Room (Elementary Schools)	\$100
Auditorium (High Schools) – Productions	\$250
Auditorium (High Schools) – Rehearsals	\$100
Auditorium Sound and Lighting Systems (High Schools) (Plus hourly curriculum rate for staff advisor)	\$150
*Cafeteria – No Kitchen Use(Middle and High Schools)	\$100
Classroom	\$75
*Gymnasium (Middle and High Schools)	\$200
*Bubble	\$200
*High School Auxiliary Gymnasium	\$150
Library	\$50

Turf field only

\$50 (2 hrs. – weekdays)

\$75 (2 hrs. – weekends)

Additional fees will be assessed for use of lights and press box. A \$100 refundable deposit is also required 10 days prior to usage.

- Class III users will be charged the costs charged to Class II users (F2a and F2b) and the following facility fee for each daily hours' use.

<u>Facility</u>	<u>Fee</u>
All Purpose Room (Elementary Schools)	\$200
Auditorium (High Schools) – Productions	\$500
Auditorium (High Schools) – Rehearsals	\$200
Auditorium Sound and Lighting Systems (High Schools) (Plus hourly curriculum rate for staff advisor)	\$300
*Cafeteria – No Kitchen Use(Middle and High Schools)	\$200



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 13 of 14
USE OF SCHOOL FACILITIES

High Schools)	
Classroom	\$75 150
*Gymnasium (Middle and High Schools)	\$400
*Bubble	\$400
*High School Auxiliary Gymnasium	\$300
Library	\$100

*Fees shown are for a full day. Half-day rentals (4 hours or less) will be charged at one half of the daily rate.

4. Class III facility fees for high school turf fields are as follows:

Turf field only

\$200 (2 hrs. – weekdays)

\$300 (2 hrs. – weekends)

Additional fees will be assessed for use of lights and press box. A \$100 refundable deposit is also required 10 days prior to usage.

5. An itemized bill for the use of school facilities will be prepared including any custodial charges based on the approved application form. The invoice will be sent to the representative of the applicant organization in advance of the use and is payable immediately. The district reserves the right, where deemed appropriate, to require prepayment of fees prior to applicants' use of the facility.
6. Itemized bill for custodial fees will be sent shortly after facility use and is payable upon receipt. Payment must be received by the Business office before the scheduled use. Permission will be withdrawn from any use that is not paid in advance, except as expressly exempted by the School Business Administrator/Board Secretary or designee.

- G. Provision of Training on School Safety and Security



REGULATION

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

PROPERTY
R 7510/Page 14 of 14
USE OF SCHOOL FACILITIES

1. In accordance with the provisions of N.J.S.A. 18A:41-7.c., the Board of Education shall provide to all persons who supervise youth programs that are not sponsored by the school district, but operate a program in a district building before or after school hours, on the weekend, or during a period when school is not in session, information on the district's school practices and procedures in the event of a school safety or security incident at a school including non-confidential information on evacuation procedures, emergency response protocols, and emergency contact information.
2. It shall be the responsibility of the organization that sponsors the youth program to train the program's employees and volunteers on the school security and emergency procedures in effect in the school building in which the youth program is located.
3. The organization that sponsors the youth program shall file a statement of assurance with the Superintendent or designee that it has complied with the training requirements prior to the district authorizing the use of the school building.
 - a. The statement of assurance shall be developed by the Commissioner of Education and shall be filed with the school district on an annual basis.

Issued: 16 December 2020



7. Lesson plans must be submitted each week for review to the Principal, Assistant Principal or other evaluating administrator.
8. Lesson plans will be collected at the end of the school year at the discretion of the district.
9. In addition to lesson plans, also included in classroom documents will be:
 - a. Daily class schedules
 - b. The names of pupils receiving pull out instruction during the course of the school day.

2240 CONTROVERSIAL ISSUES

The Board of Education believes that the consideration of controversial issues has a legitimate place in the instructional program of the schools. Properly introduced and conducted, the consideration of such issues can help pupils learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop techniques for formulating and evaluating positions.

For purposes of this policy a controversial issue is a topic on which opposing points of view have been expressed by responsible and thoughtful persons and not expressly enumerated in the course guide as appropriate for the course of study.

The Board will permit the introduction and proper educational use of controversial issues provided that their use in the instructional program is related to the instructional goals of the course of study and level of maturity of the pupils. The discussion of controversial issues must not tend to indoctrinate pupils or persuade them to a particular point of view. Instead, teachers must encourage fair presentation and open-mindedness and the free exchange of ideas in a spirit of which develop critical thinking scholarly inquiry, drawing upon information and insights from resources aligned with our approved district curriculum the widest feasible range of resources.

When the consideration of controversial issues have not been specified in the course guide, the Board will permit the instructional use of only those issues that have been approved in advance by the Building Principal.

The discussion of controversial issues in the classroom will be conducted in an unprejudiced and dispassionate manner and cannot be allowed to disrupt the educational process. In the discussion of any issue, as the individual with authority in the classroom, a teacher may shall not express a personal opinion, provided the expression is characterized as personal opinion and does not attempt to persuade pupils to the teacher's point of view.

The Superintendent Administration shall assist teaching staff members in developing a sensitivity to the occurrence of controversial issues in the context of the curriculum and developing techniques for the management of controversial issues that promote the development of critical thinking skills do not stifle a spirit of free inquiry.

Adopted: 21 March 2006



2430 CO-CURRICULAR ACTIVITIES (M)

M

The Board of Education believes that the goals and objectives of this district are best achieved by a diversity of learning experiences, some of which are more appropriately conducted outside the regular instructional program of the school. The purpose of such co-curricular activities shall be to develop leadership capacities and good organizational skills, to aid in the socialization of pupils, and to enable pupils to explore a wider range of individual interests than might be available in the regular curricular program.

The Board shall make school facilities, supplies, and equipment available and assign staff members for the support of a program of co-curricular activities for pupils in grades six through twelve. The Board shall maintain the program of co-curricular activities at no cost to participating pupils, except that pupils may be required to provide supplies in accordance with Board Policy No. 2520 on instructional supplies and pupils may be required to assume all or part of the costs of travel and attendance at co-curricular events and trips.

For purposes of this policy, co-curricular activities are those activities conducted on or off school premises by clubs, associations, and organizations of pupils sponsored by the Board and do not include athletic competitions and practices. Co-curricular activities must be related to the curriculum but are not offered for credit toward promotion or graduation and are ordinarily conducted wholly or partly outside the regular school day.

The Board will permit the use of school facilities by organizations of pupils during pupil activity periods. No group of pupils, regardless of the size of the group, will be denied an opportunity to meet on the basis of the religious, political, philosophical, or other content of the speech at their meeting.

No co-curricular activity shall be considered to be under the sponsorship of this Board unless it has been approved by the Board on recommendation of the Superintendent.

Pupils shall be fully informed of the co-curricular activities available to them and of the eligibility standards established for participation in co-curricular activities. Co-curricular activities shall be available to all pupils who voluntarily elect to participate.



The Board will not permit the organization of a fraternity, sorority, or secret society.

A pupil in grades ~~six~~ **nine** through twelve is ineligible for participation in co-curricular activities if he/she has:

1. Demonstrated unsatisfactory attendance by failing to maintain an approved record of attendance;
2. Failed to maintain a passing average in each marking period;
3. Failed a course required for promotion or graduation in the preceding semester; or
4. Received a notice of warning of failure in a course required for promotion or graduation in the current semester.

No pupil who has been absent for a school day may participate in a co-curricular activity scheduled for the afternoon or evening of that school day.

The Board will not permit pupils who reside in this district and who are not enrolled in the public school to participate in co-curricular activities. Students who attend county vocational and career academies and/or who are in out of district Board approved special education placement may be permitted to participate only on written application to the Board and the applicant's assurances that the pupil agrees to be bound by the policies, rules and regulations of this district.

The Superintendent shall prepare procedures to implement a co-curricular program and shall assess the needs and interests of the pupils of this district and provide for the continuing evaluation of the co-curricular program.

39 U.S.C.A. 1701 et seq.
N.J.S.A. 18A:11-3; 18A:42-2; 18A:42-5
N.J.A.C. 6A:19-6.10

Adopted: 21 March 2006



POLICY

MIDDLETOWN TOWNSHIP
BOARD OF EDUCATION

Program
2430/Page 3 of 3
CO-CURRICULAR ACTIVITIES (M)



District Policy

3233 - POLITICAL ACTIVITIES

Section: Teaching Staff Members

Date Created: March 2006

Date Edited: July 2022

The Board of Education recognizes and encourages the right of all citizens, including teaching staff members, to engage in political activity. However, the Board prohibits the use of school grounds and school time for partisan political purposes.

The Board establishes the following guidelines to govern teaching staff members in their political activities:

1. A teaching staff member shall not engage in political activity on school grounds unless permitted in accordance with Board Policy No. 7510 - Use of School Facilities and/or applicable Federal and State laws;
2. A teaching staff member shall not post political circulars or petitions on school grounds nor distribute such circulars or petitions to students nor solicit campaign funds or campaign workers on school grounds;
3. A teaching staff member shall not display any material that would tend to promote any candidate for office on an election day on school grounds that are used as a polling place;
4. A teaching staff member shall not engage in any activity in the presence of students while on school grounds, which is intended and/or designed to promote, further or assert a position(s) on labor relations issues.

In accordance with N.J.S.A. 18A:6-8.1, a teaching staff member employed by this district who is a member of the Senate or General Assembly of the State of New Jersey shall be entitled to time off from school district duties, without loss of pay, during the periods of the teaching staff member's attendance at regular or special sessions of the legislature and hearings or meetings of any legislative committee or commission.

In accordance with N.J.S.A. 18A:6-8.2, a teaching staff member employed by this district who is a member of the Board of County Commissioners of any county of New Jersey shall be entitled to time off from the teaching staff member's duties, without pay, during the periods of the teaching staff member's attendance at regular or special meetings of the Board of County Commissioners and of any committee thereof and at such other times as the teaching staff member shall be engaged in performing the necessary functions and duties of the teaching staff member's office as a member of the Board of County Commissioners.

No other teaching staff member who holds elective or appointive office is entitled to time off, except as such time off may be provided for by Board policy or negotiated agreement.

The provisions of this Policy do not apply to the discussion and study of politics and political issues appropriate to the curriculum, the conduct of student elections, or the conduct of employee representative elections. Notwithstanding, teaching staff members shall avoid discussion or display of any controversial issue(s) unless such discussion is age-appropriate, germane to the topic of the course or academic subject being taught, and fact-based, without opinion added. Similarly, classroom décor shall be age-appropriate and content neutral, unless such content is germane to the topic of the course or academic content at the time being taught.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a teaching staff member or a student.

N.J.S.A. 18A:6-8.1; 18A:6-8.2; 18A:6-8.4; 18A:42-4

N.J.S.A. 19:34-42

Green Township v. Rowe, Superior Court of New Jersey - Appellate Division
A-2528-98T5

Adopted: 21 March 2006

Revised: 19 July 2022