

STAFF PARTICIPATION IN POLITICAL ACTIVITIES

School employees engaging in political activity shall make it clear that their utterances and actions are theirs as individuals and that they, in no manner, represent the view of the school system.

School employees shall not engage in partisan political activity (i) on school premises, (ii) using school property or equipment, (iii) during normal business hours, or (iv) during a work assignment.

Political activities which are allowed include:

1. Dissemination of information concerning school tax and/or bond elections.
2. Dissemination of information concerning state or federal legislation directly affecting public education.
3. Discussion and study of politics and political issues, when such discussion and study are appropriate to classroom studies, such as history, current events, and government.
4. Student and employee elections.

Any employee who intends to campaign for an elective public office will notify the superintendent, in writing at the earliest possible moment, of the office which they intend to seek, together with the decision as to whether they wish to continue employment and under what terms and conditions.

The superintendent will meet with and discuss these matters with the employee involved and will present a proposed solution to the Board for consideration. The essential element to be determined by the Board is whether the activities proposed by the employee are compatible with the requirements for fulfilling the employee's responsibilities to the district.

In connection with their campaigning, no employee will use school system facilities, equipment, or supplies; nor will the employee discuss their campaign with students or with school personnel during the working day; nor will the employee use any time during the working day for campaigning purposes.

An employee seeking an extended leave of absence for campaigning, office-holding, or other time-consuming activities connected with government service will apply for such leave in writing. The Board will provide the employee with a written answer to a request for political leave including salary arrangements.

If not elected, the employee may return to the position previously held.

Federal funds cannot be used for partisan political purposes of any kind by any person or organization involved in the administration of federally assisted programs. (Hatch Act).

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