

STAFF INVOLVEMENT IN POLITICAL ACTIVITIES

Employees may exercise the rights and privileges of any citizen in matters of a political nature consistent with the following restrictions:

- A. No school employee shall, (1) in the presence of any student, and (2) during hours for which pay is received or while the employee is otherwise acting within the scope of their employment, engage in any activity for the solicitation, election, promotion or defeat of any referendum, candidate for public office, legislation, or political action. When not engaged in the performance of their duties (e.g., during designated break periods) and when no students are present, employees who are at a work location may engage in private conversations with non-students or in other personal activities that address, for example, political topics.
- B. During established hours of employment or while an employee is engaged in their official duties, no employee or other person may solicit or receive from any employee any contribution or service for any political purpose, where a “political purpose” includes an act done for the purpose of influencing the election or nomination for election of a person to office. Furthermore, no person may enter any District building, office or facility in order to request, make or receive a contribution from any employee for a political purpose during established hours of employment or while the employee is engaged in official duties.
- C. No school employee shall use in any way the classrooms, buildings, or students for the purpose of solicitation, election, promotion or defeat of any referendum, candidate for public office, legislation, or political action (including political walkouts, displays of political signs, etc.).
- D. No school employee shall make use of school equipment or materials for the purpose of solicitation, election, promotion or defeat of any referendum, candidate for public office, legislation, or political action.

Nothing in this policy is meant to prohibit school employees from providing information in connection with any election, referendum or legislation when authorized by the Board of Education or District Administrator and consistent with legal limitations on the use of public funds and school District resources. Also, this policy does not apply to use of District facilities by employees for events or activities that are not within their scope of employment and that are held pursuant to the District’s policies regarding facilities use by third parties.

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Cross Ref: 524 Staff Involvement in Community Activities
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