

STAFF PERSONNEL
Series 400

Policy Title: STAFF PARTICIPATION IN POLITICAL
ACTIVITIES

Code: 404.12

The individual and personal rights and freedoms of district employees are no less than other citizens who are expected to assume the full responsibility of citizens living in a democracy. These rights include voting or refraining from voting, discussing the social, political and economic issues of the day in public meetings, participating actively in the political party of their choice by attending party functions, contributing to the support of the party, campaigning in the community for its candidates, serving as an official in the party and subject to the conditions set forth in No. 3 below, becoming a candidate for public office and holding such office if elected or appointed.

The political activities of staff members, however, must not compromise their professional integrity. They must not misuse their school position to pervert the academic process in the interest of their own political ambitions or those of a political group.

School employees shall, in sum, be free to act as they desire in the discharge of their political responsibilities, unless it can be shown that their behavior is affecting their professional performance in a demonstrably deleterious manner or in violation of school board policies and regulations.

1. School employees engaging in political activity shall make it clear that they are speaking and acting as individuals and that they do not represent the school district nor the views of the board.
2. School employees shall not engage in political activity on school premises during the school hours. Regulations for the use of school buildings or grounds are the same for employees as they are for other citizens of the district.
3. A staff member seeking an extended leave of absence for holding office or other time-consuming responsibilities connected with government shall apply in writing for such leave well in advance of the activity. Leave for political activity may vary widely in the time required due to the varying types of political activity; consequently, each shall be treated by the board on an individual basis. Leave of absences will be limited to short-term intermittent involvement and leaves for long-term full-time political activity will not be granted. Remuneration during the period of leave of absence shall be at the discretion of the board.

Date of Adoption:
Readopted: 7/19/99, 7/19/04, July 2009

Legal References:

Related References: