

Personnel

Staff Participation in Political Activities

Guidelines for staff expression and participation in political activities are as follows:

1. While performing job responsibilities, using district facilities as employees, or appearing to be acting in their role as a district staff member, employees must act consistent with district policies and procedures, including maintaining an environment free from prejudice that promotes the free exchange of facts and ideas between students and teachers.
2. Participation in controversial events that occur on campus or involve students may conflict with this rule when the district has not endorsed the event.
3. Staff perform job responsibilities and represent the district in their use of district email accounts, classrooms, and in how they present themselves to students. Email signatures, classroom décor (posters, stickers, signage, etc.), expressive attire (buttons, hats, shirts, etc.), and other such forms of staff messaging are thus subject to this rule.
 - (a) Consistent with district policy, it is permissible for staff to use such channels of communication only for messaging that is:
 - (i) Curricular;
 - (ii) Stating the district's approved, official positions or messages; or
 - (iii) Respectful personal expression on non-controversial issues.

Controversial issues should be addressed as part of the curriculum consistent with district policies 2330 and 2331.

- (b) It is never permissible for staff to use such channels of communication for messaging that is:
 - (i) Obscene, lewd, or vulgar;
 - (ii) Libelous or slanderous;
 - (iii) Intimidating, demeaning, harassing, or threatening;
 - (iv) Discriminatory on the basis of religion, color, national origin, ancestry, sex, gender, sexual orientation, age, disability, or marital or veteran status;
 - (v) Promoting commercial enterprises or solicitation of funds, except for events that are fundraisers for the district, a school in the district, or a parent organization;
 - (vi) Requesting information for non-school organizations, including surveys and questionnaires, without prior district approval;
 - (vii) Promoting or opposing political candidates, campaigns, parties, or

- issues;
- (viii) Violating or promoting the violation of existing laws, regulations, ordinances, or district/school policies rules, or regulations; or
 - (ix) Soliciting, proselytizing, or disparaging religious beliefs.
4. Staff members who engage in political activities off campus must take reasonable steps to ensure such activities do not interfere with the performance of their duties or foreseeably cause a substantial disruption to the operation of the school.
 5. Any employee who intends to campaign for an elective political office is encouraged to submit a statement of intent to the Superintendent or designee at least two weeks prior to the filing date. The letter of intent to file for political office should include a statement that outlines:
 - (a) The degree to which the employee might request leave to make personal appearances during work hours;
 - (b) The anticipated release time to conduct the duties associated with the elective office.
 6. Any employee who indicates an intent to campaign for an elective office or ballot measure will be advised that:
 - (a) Political activities must not occur during the working hours of the employee or using district facilities as an employee. This does not preclude the employee from renting space if such space is available on a rental basis for candidates or campaigns who are not associated with the school district.
 - (b) Political circulars, petitions or endorsements may not be distributed or posted on school property.
 - (c) The collection of campaign funds and/or the solicitation of campaign workers is prohibited on school property.
 - (d) The use of students for writing or addressing political materials, or the distribution of such materials to or by students is prohibited.
 7. An employee may not campaign for a political candidate or ballot measure during school hours on school property.
 8. Staff members who hold elective office are not entitled to release time from their school duties for reasons incidental to such office, except as such time may qualify under the leave policies of the Board or a provision of a negotiated labor agreement.

9. Violation of any of the stated rules may constitute sufficient cause for reprimand or dismissal

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