

Personnel

Staff Participation in Political Activities

The Board recognizes the right of its employees, as citizens, to engage in political activities that do not substantially interfere with the performance of their duties or the orderly conduct at school.

Whenever staff are performing job responsibilities, using district facilities as employees, or reasonably appear to be acting in their role as a district staff member, they must comply with district policies and procedures, including 2330 (academic freedom), 2331 (controversial issues), and 5201 (drug-free schools and workplace). This includes maintaining an environment free from prejudice that promotes the free exchange of facts and ideas between students and teachers.

At all times, including off campus, staff must also refrain from conduct that would substantially interfere with their ability to perform their duties consistent with district policies and procedures, or that would foreseeably cause a substantial disruption to the operation of the school.

A staff member may seek an elective office or participate in an issue campaign, provided that the staff member does not campaign on district property during working hours or used district facilities for electoral purposes in their role as an employee. In the event the staff member is elected to office, the employee may request a leave of absence in accordance with the leave policies of the district or the provisions of any applicable collective bargaining agreement.

No individual will solicit on school district property for any contribution to be used for partisan political or electoral purpose.

The Superintendent or designee is directed to establish procedures which specify the condition under which a staff member can participate in political activities.

Cross References:	Policy 4400 Policy 2330 Policy 2331 Policy 5201	Election Activities Academic Freedom Controversial Issues - Guest Speakers Drug - Free Schools and Workplace
Legal Reference:	RCW 41.06.250 RCW 42.17A.555 RCW 42.17A.635	Political activities Use of public office or agency facilities in campaigns – Prohibition - Exceptions Legislative activities of state agencies, other units of government, elective officials, employees
Classification:	Discretionary	

Adoption Date: August 9, 1995
Revised Date: September 9, 2020