

## **4044 Political Activity by Staff Members**

The Board recognizes its individual employees' rights of citizenship, including, but not limited to, engaging in political activities.

**Running for Political Office.** An employee may seek an elective office, provided that the staff member does not campaign on school property during working hours, and provided they do not neglect their duty to Teachwell.

Any employee wishing to run for elective public office will notify the Director as soon as possible of their intent to campaign for office. The Director will present the employee's wishes to the Board and the Board will determine whether the employee's proposed activities are possible without neglecting his or her duty to Teachwell.

The following activities are prohibited during an employee's work time (including duty-free lunch and planning periods):

1. Soliciting votes or contributions for or against a particular candidate or ballot proposition.
2. Discussing with students opinions regarding a political candidate or ballot proposition unless the topic is part of the approved curriculum.
3. Preparing, displaying, wearing or distributing campaign literature, materials, or signs for or against a candidate or ballot proposition (this prohibition does not apply to bumper stickers on personal vehicles).
4. Soliciting volunteers to assist with a campaign for or against a political candidate or ballot proposition.
5. Preparing for, organizing, or participating in any political meeting, petition, rally, or event.
6. Other disruptive political activity as allowed under law.

The following activities are prohibited at all times:

1. Using any Teachwell resources including, but not limited to, facsimile machines, copy machines, computers or e-mail accounts, for political campaign activities.
2. Using Teachwell property or facilities for any political campaign activities, unless such use is approved pursuant to school board rules or policy.
3. Spending Teachwell funds to urge votes to vote for or against a candidate or ballot proposition
4. Requiring employees to engage in political campaign activities as part of their job duties.
5. Providing employees with additional compensation or benefits for engaging in political activities.
6. Representing an employee's personal political position as the position of Teachwell or the board of education.
7. Engaging in any other activity prohibited by state law.

Adopted on: 8/15/2023

Revised on:

Reviewed on: