

Community Relations

POLITICAL ACTIVITIES OF SCHOOL EMPLOYEES

The right of school employees to engage in political activity on their own time is guaranteed by law. The Education Code specifically prohibits interference with their participation in political activity during off-duty hours. It is not to be inferred that natural exchange of ideas and conversation among personnel regarding candidates or political obligation not to engage in or permit improper use of school time, school materials, instructional time, or school facilities for campaign purposes. Under no circumstances may school personnel:

1. Solicit support or campaign contributions on school property during hours of duty.
2. Use school equipment for reproductions of campaign materials or school mail service for distribution of campaign brochures.
3. Distribute campaign material on school property.
4. Involve pupils in any way. Campaign brochures or related materials should not be placed in the hands of pupils at any school.

While school employees may not conduct meetings for political discussion on school property during duty hours, they, and other citizens do have the right to use schools for meetings under the Civic Center Act. Such use shall in no way interfere with the use and occupancy of the public schools and grounds as is required for the purposes of the public schools.

Employees Engaging in Political Activities Shall:

1. Realize their obligation as employees of this district.
2. Endeavor to make others realize that their utterances and actions are performed merely as individuals and not as representative of any educational institution.
3. Engage in no political activities on school premises during duty hours.

Nothing in the foregoing shall prevent:

1. Dissemination of information concerning school tax and/or bond elections.
2. The neutral discussion and study of politics and political issues presenting both sides in a non-partisan way, and appropriate to classroom studies such as history, civics, current events. (*see policy 6144*)
3. The conducting of student and employee elections and campaigns. (*EC 13004, 16556*)

Board Policy 1311.1(b)

Personal Leave for Political Activities

Leaves of absence without pay for political activities may be granted for the purpose of being a candidate for political office or for holding political office upon proper request and mutual agreement.

Legal Reference:

7050-7057 Political Activities of School

40040-40058 Use of School Property for Public Purposes

Approved: April 9, 1992

WEST SONOMA COUNTY UHSD

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Sebastopol, California