

Staff Participation in Political Activities

Employees of the district have the same fundamental civic privileges as other citizens in terms of holding public office or campaigning for other individuals, within regulations adopted by the Board.

Any employee who intends to campaign for an elective public office should notify the superintendent in writing as early as possible of the office which he or she intends to seek, together with the decision as to whether he or she wishes to continue employment and under what terms and conditions.

All district employees are privileged within the limitations imposed by state and federal laws and regulations to choose any side of a particular issue and to support their viewpoints as they desire by vote, discussion or persuading others. Such discussion and persuasion, however, will not be carried on during the performance of district duties, except in open discussion during classroom lessons that consider various candidates for a particular office or various sides of a particular political or civil issue.

No employee will use the school system facilities, equipment or supplies nor shall the employee campaign with school personnel during the work day or use any time during the working day for campaigning purposes.

On all controversial issues employees must designate that the viewpoints they represent on the issues are personal viewpoints and are not to be interpreted as the official point of view of the district.

END OF POLICY

Legal Reference(s):

[ORS Chapter 244](#)
[ORS 260.432](#)

OR. CONST., art. XV, § 8.

Cross Reference(s):

INB - Studying Controversial Issues