

Staff Participation in Community/Political Activities

The Board encourages district employees to participate constructively in activities of the community which have as their objectives the improvement of the general welfare of the community, state and nation.

While there is no desire to restrict unduly or improperly an employee's private activities, they must be completely separated from official activities and be of a type that do not conflict with the interests of the North Santiam School District 29J.

Employees must realize that their first job responsibility is the district, and any other activity that interferes with their school duties, responsibilities, and efficiencies will be discouraged to the extent necessary.

An employee may request a waiver in the case of providing a community service, such as a volunteer firefighter or medical response person. The request must be submitted to the building administrator and approved by the superintendent.

Private activities are deemed not conflicting with the interest of the district if they:

1. Do not interfere with or impair the ability of the employee to perform his/her official duties.
2. Are of a nature that they may not be construed by the public to be an official act of the district.
3. Are not performed during official duty hours including regularly scheduled evening activities, which are sponsored by the district.

An employee who intends to campaign for an elective public office will notify the Superintendent in writing prior to the time of filing or public announcement, whichever is sooner, of the office which the employee intends to seek. The Superintendent will meet with and discuss these matters with the employee involved and will then bring the matter to the Board for consideration.

The Board will determine the terms and conditions under which the employee may continue his or her employment as he or she seeks or holds such office. The essential element to be determined by the Board is whether the activities proposed by the employee are compatible with the time requirements for fulfilling his or her responsibilities to the district.

No employee will use school district facilities, equipment, or supplies in connection with his or her campaigning, nor will he or she use any time during the working day for campaign purposes.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

OR. CONST., art. XV, § 8.