

Staff Participation in Political Activity

School employees may exercise their right to participate fully in affairs of public interest on a local, county, state, or national level on the same basis as any citizen in a comparable position and within the law. All employees of the School District are privileged, within the limitations set forth in the statutes of the State of Oregon and the Federal Government, to choose any side of a particular issue and support their viewpoints as they desire by vote, discussion, or the persuasion of others provided that said discussion and persuasion not be carried on during the performance of school duties. In classrooms where topics are being studied having to do with several candidates for political office or with political or civil issues, an employee may express his/her own opinion providing he/she clearly designates it as his/her own opinion and not an official point of view of the School District.

Campaigns for Elective Public Office

Any employee who intends to campaign for an elective public office, if it interferes with normal work hours, shall notify the Superintendent in writing prior to the time of filing or public announcement, whichever is sooner, of the office which he intends to seek together with his decision as to whether he wishes to continue in his/her employment and under what terms and conditions.

The Superintendent shall meet with and discuss these matters with the employee involved and will present a proposed solution to the Board for consideration. 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/her responsibilities to the District.

If additional accommodation is required, the Board shall determine the terms and conditions under which the employee may continue his/her employment as he/she seeks or holds such office.

No employee shall use School District facilities, equipment, or supplies in connection with his/her campaigning; nor shall he/she use any time during the working day for campaign purposes.

END OF POLICY

Legal Reference(s):

[ORS Chapter 244](#)

[ORS 260.432](#)

Oregon Constitution, Article XV, Section 8.