

Staff Participation

School employees may exercise their right to participate fully in affairs of public interest on a local, county, state, and national level on the same basis as any citizen in a comparable position in public or private employment and within the law.

All employees of the school district are privileged within the limitations imposed by state and federal laws and regulations to choose either side of a particular issue and to support their viewpoints as they desire by vote, discussion, or the persuasion of others. Such discussion and persuasion, however, will not be carried on during the performance of school duties, except open discussion during classroom lessons that center on a consideration of all candidates for a particular office or both sides of a particular political or civil issue. 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 school 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/her employment as he/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/her responsibilities to the district.

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

END OF POLICY

Legal Reference(s):

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

OR. CONST., art. XV, § 8.

Cross Reference(s):

INB - Teaching About Controversial Issues