

BOARD OF EDUCATION  
FAIRFIELD PUBLIC SCHOOLS  
FAIRFIELD, CT

**Policy Committee Meeting**

**Monday, May 22, 2017**  
**4:15 p.m.**  
501 Kings Highway East  
Superintendent's Conference Room

**Agenda**

- I. Call to Order
- II. Approval of May 15, 2017 Meeting Minutes
- III. Policy
  - 6142.101 Wellness
  - 4118.51/4218.51 Use of Social Networking Sites by Staff
  - 1311.1 / 1311.2 Political Activities in School / on School Property
- IV. Open Discussion/Public Comment
- V. Adjournment
- VI. Future Items
  - 1230 Parent Organizations and Booster Clubs

Future Mtg. Dates and Times: *All meetings will be on Mondays, starting at 4:30 unless otherwise noted. See approved calendar*

All meetings will be held at 501 Kings Highway East, Superintendent's Conference Room unless otherwise noted.

BOARD OF EDUCATION  
FAIRFIELD PUBLIC SCHOOLS  
FAIRFIELD, CT

**Policy Committee Meeting**

**Monday, May 15, 2017**  
**4:30 p.m.**  
501 Kings Highway East  
Superintendent's Conference Room

**Minutes**

- I. Call to Order - Meeting called to order at 4:45 PM  
In attendance :  
Jennifer Kennelly (Chair), Trisha Pytko, Donna Karnal, Maura O'Malley (Food Services), Marissa Sandmann (Food Services), Jim Coyne (Administration)
- II. Approval of May 1, 2017 Meeting Minutes – Approved 2-0
- III. Policy
  - 4112.5 Fingerprinting/ Criminal History Record Information (CHRI)  
Approved 3-0 to move on to BOE for first reading.
  - 6142.101 Wellness  
Committee discussed this policy and the process for development. Questions raised about the difference between proposed policy and the current policy. Committee decided to continue to review this at the next meeting. Federal regulations require that a new policy be in place by July 1, 2017.
  - 4118.51/4218.51 Use of Social Networking Sites by Staff  
Committee discussed this policy and the various implications in this rapidly changing area. Members requested to see additional sample policies and examples of administrative regulations. Committee decided to continue to review this policy at the next meeting.
- IV. Open Discussion/Public Comment – No open discussion; no members of the public present
- V. Adjournment - Meeting adjourned at 6:05 PM
- VI. Future Items
  - 6142.101 Wellness (continued)
  - 4118.51/4218.51 Use of Social Networking by Staff
  - 1311.1 / 1311.2 Political Activities in School / on School Property
  - 1230 Parent Organizations and Booster Clubs

Future Mtg. Dates and Times: *All meetings will be on Mondays, starting at 4:30 unless otherwise noted. See approved calendar*

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*Sample revised policy to consider.*

## **Community Relations**

### **Political Activities of School Employees**

School employees are encouraged to assume full responsibilities as citizens of a democracy.

### **Performance of Civic Duties by Employees**

Employees should perform their civic duties commensurate with democratic ideals. These duties may include:

1. Voting and taking an interest in current social, political, and economic issues.
2. Exercising democratic rights and responsibilities shared with other citizens. These rights and privileges may include:
  - A. Electioneering for candidates.
  - B. Accepting positions in political campaigns.
  - C. Holding an office in a political party organization.
  - D. Serving as a delegate to political party conventions.

### **Individual Responsibility in Participating in Political Functions**

Employees engaging in political activities shall:

1. Realize their obligation to their work as educators.
2. Help others understand that employee opinions and actions are expressed as individuals and not as representatives of the educational institution.
3. Engage in no political activities on school premises during school hours.

### ***Alternate language to consider:***

The following guidelines will be followed regarding employee participation in political and union activity:

- All employees shall be encouraged to exercise their constitutional rights as citizens, but they shall not involve their schools and students in personal political campaigns.

## **Community Relations**

### **Political Activities of School Employees**

#### **Individual Responsibility in Participating in Political Functions (continued)**

- Campaign literature, including but not limited to electronic mail, supporting one or more candidates shall not be distributed within schools or on school buses, by students, teachers or others; nor shall campaign posters be displayed at or within the schools. Campaign literature shall be used solely for educational purposes.
- Employees shall not poll their students to determine how their parents are voting on any issue, and shall not attempt to indoctrinate students with personal political and social philosophy; however, employees are not prohibited from political activity after hours of official employment. Any discussions during break time shall be confined to an area out of the hearing distance of students.
- Employees may not use school property for personal political use.
- Employees' attendance at, or participation at, political or union activities during work time shall not take place without prior written approval of the Superintendent or designee.

The following situations are exempt from the prohibitions of this policy:

- The discussion and study of politics and political issues, when such discussion and study are appropriate to classroom studies, such as history, civics, current events, and political science.
- The conduct of student elections and campaigning connected therewith.
- The conduct of professional staff member representative elections.

Nothing in this policy shall be interpreted to impose a burden on the constitutionally protected speech of a staff member or student.

Problems concerning the political activity of an employee shall be reported to the Superintendent or designee who shall follow-up and take appropriate action.

***A succinct version of this policy to consider:***

District staff members shall not use school time, school property or school resources or equipment for the purpose of furthering the interests of any political party, the campaign of any political candidate or the advocacy of any political issue.

## **Community Relations**

### **Political Activities of School Employees**

Legal Reference: Connecticut General Statutes

7-421 Political activities of classified municipal employees.

7-421b Limitation on restriction of political rights of municipal employees.

10-156e Employees of boards of education permitted to serve as elected officials; exception.

Policy adopted:

rev 1/06

*A new version of this policy to consider.*

## **Community Relations**

### **Political Activities of School Employees**

The \_\_\_\_\_ Board of Education recognizes the right of its employees, as citizens, to engage in political activity. However, the Board recognizes that school property and school time are paid for by all the people of the District, and should not be used for partisan political purposes, except as provided for in policies pertaining to the use of school facilities by civic and political organizations.

Prohibited activities include the posting of political circulars or petitions, collection or solicitation of campaign funds, solicitations for campaign workers, the use of students in writing or addressing campaign materials, and the distribution of campaign materials to students on District property or during school time in any manner which would indicate that a school employee is using a position in the school to further personal partisan views on candidates for public office or questions of public property. Teachers and other District employees will not attempt to influence students concerning political party affiliations and will not praise or denigrate any particular political party.

Nothing in this policy will be interpreted as prohibiting teachers from conducting appropriate activities that encourage students to become involved in the political processes of the party of the students' choice or as independents; nor does it prohibit the use of political figures as resource persons in the classrooms.

- (cf. 1140 – Distribution of Materials by Students)
- (cf. 1311.2 – Political Activities in the Schools/On School Board Property)
- (cf. 1330/3515 – Community Use of School Facilities)
- (cf. 3543.13 – Mail and Delivery)
- (cf. 4118.21 – Academic Freedom)
- (cf. 6144 – Controversial Issues)
- (cf. 6153.2 – Student Participation in Election Process)

Legal Reference:        Connecticut General Statutes  
                                 7-421 Political activities of classified municipal employees.  
                                 7-421b Limitation on restriction of political rights of municipal employees.  
                                 9-369b Explanatory text relating to local questions.  
                                 10-156e Employees of boards of education permitted to serve as elected officials; exception.  
                                 10-239 Use of school facilities for other purposes  
                                 31-51q Liability of employer for discipline or discharge of employee on account of employee's exercise of certain constitutional rights.  
                                 *Keyishian v. Board of Regents* 395 U.S. 589, 603 (1967)  
                                 Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81)  
                                 Equal Access Act, 20 U.S.C. ss 4071-4074

Policy adopted:

cps 1/06