

Community Relations

Political Activities of School Employees

1311.1

District employees shall be entitled to full rights of citizenship, and no political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such employee providing such activities do not interfere with the performance of the employee's duties or the District's business.

Performance of Civic Duties by Employees

Employees are encouraged to perform their civic duties commensurate with democratic ideals. These duties may include:

- A. Voting and taking an interest in current social, political, and economic issues.
- B. Exercising democratic rights and responsibilities shared with other citizens. These rights and privileges may include:
 - 1. Electioneering for candidates off school grounds, except on an election day;
 - 2. Accepting positions in political campaigns;
 - 3. Holding an office in a political party organization; and/or
 - 4. Serving as a delegate to political party conventions.

Individual Responsibility in Participating in Political Functions

- A. Employees engaging in political activities shall not:
 - 1. Engage in campaign activities on school premises during school hours or at school events;
 - 2. Involve their school, school property, and/or students in personal political campaigns;
 - 3. Distribute campaign literature within schools or on school buses, including but not limited to electronic mail, supporting one or more candidates, nor shall campaign posters be displayed at or within the schools. Campaign material shall be used solely for educational purposes; or
 - 4. Poll their students to determine how their parents are voting on any issue, and shall not attempt to indoctrinate students with personal, political, or social philosophy.
- B. Employee's attendance at, or participation at, political or union activities during work time shall not take place without prior written approval of the administration.

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 but not limited to history, civics, current events, and political science.
- The conduct of student elections and campaigning connected therewith.
- The conduct of professional staff member representative elections.
- The conduct of student political clubs and their advisors during club meeting times.
- Union activity conducting union business.

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.

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.

Adopted by BOE 3/19/2018