

POLICY

1999

6430

Personnel

SUBJECT: EMPLOYEE ACTIVITIES

Political Activities

The Board of Education recognizes the right of its employees, as citizens, to engage in political activities and to exercise their constitutionally-protected rights to address matters of public concern.

However, a District employee's constitutional rights to raise matters of public concern are limited when the speech or action occurs on school grounds and/or during school times. When such speech or action occurs on school grounds and/or during school time, the Board of Education can impose reasonable restrictions on the time, place and manner of the speech or action, and can further regulate the content of such speech when it materially imperils the efficient operation of the school.

Teachers may not use their classrooms or school surroundings as a means to promote their personal political views and beliefs. However, teachers are encouraged to address issues of current events for their instructional and informational value to students, to invite public and/or political figures to visit the classroom as a community resource, and to motivate students to participate in the political process.

Staff Members Holding Political Office

The Board of Education recognizes the right of every staff member to participate in the political life of the community, including the right to seek and hold public office. It does, however, have as its prime obligation, to provide the best education possible within its resources, unencumbered by the personal pursuits or obligations of the staff member.

In the event that a staff member is elected to public office, he/she shall be expected to fulfill all of his/her duties as an employee of the South Huntington Schools, and these duties shall have priority during the school day over any other obligations which the employee may assume. The duties of the employee in his/her assigned position may not be abridged or curtailed as a result of his/her election to a public office; this shall apply to the length of his/her work day and work year as stipulated in the annual contract or agreement developed between the Board of Education and the respective employee units.

In the event that an employee is elected to a public office requiring absence from duties in the South Huntington Schools on a regular basis, the Board of Education will consider extending to him/her the privilege of a leave of absence on recommendation of the Superintendent of Schools, who will be guided by provisions of contracts or agreements developed between the Board and the respective employee units.

Solicitations by Staff Personnel

Staff members shall not be engaged in advertising or commercial solicitations on school time, except as authorized by the Superintendent and/or designee.

NOTE: Refer also to Policy #5560 -- Use of Federal Funds for Political Expenditures.

Adopted: 6/16/99