

# 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.

### **Solicitations by Staff Personnel**

Employees shall not use school time, facilities, equipment, property, or services in connection with any personal activity for financial profit or personal gain beyond their regular employment with the District.

The foregoing shall not apply or be interpreted to prohibit a school employee from engaging in employment with or contracting with an approved organization that uses District property or facilities in connection with such organization's activities.

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

Adopted: 8/17/99