

## 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. In such circumstances, 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. For example, verbal reference or discussion by a teacher in a classroom as to the current progress or state of affairs in labor relations, when such reference or discussion enmeshes students in labor relations activity, will be prohibited. The wearing of badges or buttons by a teacher in a classroom, containing comments of a similar nature, shall be prohibited where such activity causes material and substantial disruption of the educational process.

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**

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

First Amendment of the United States Constitution  
Federal Equal Access Act, 20 USC Section 4071  
Religious Freedom Restoration Act of  
1993, 42 USC Section 2000-b-b, et seq.  
Labor Law Section 201-d

Adopted: 8/5/96