

PERSONNEL

Miscellaneous – Policy on Political Activity

1. The Board recognizes that employees of Independent School District No. 31 have the same fundamental civic responsibilities and privileges of all citizens. Among these are campaign for an elective public office and holding and elective or appointed public office. At the same time, the Board recognizes that these same employees also have responsibilities to Independent School District No. 31 which arise out of their employment relationship.
2. Any employee who intends to campaign for an elected public office shall notify the Superintendent, or the Board of Education if it is the Superintendent himself, in writing at the earliest possible moment of the office which he or she intends to seek.
3. In campaigning for public office, no employee shall use school system facilities, equipment or supplies, nor shall the employee discuss the campaign with school personnel during the work day, nor shall the employee use any time during the work day for campaigning purposes, nor shall the employee otherwise engage in political activities prohibited by law.
4. Unless otherwise required by law, a leave of absence shall not be granted to an employee to campaign for a public office.
5. An employee elected to public office shall be permitted time off from regular employment to attend meetings required by public office. Such time off shall be without salary or fringe benefits.
6. An employee may resign from his or her employment with Independent School District No. 31 for purposes of campaigning for or holding public office. Unless otherwise provided by law, such resignation shall be absolute and complete without condition and without rights to any further employment benefits, including but not limited to the right of reinstatement or reemployment.