

## **Staff Participation in Community/Political Activities**

The Board encourages district employees to participate constructively in activities of the community which have as their objectives the improvement of the general welfare of the community.

Subject to the provisions of the "Freedom of Academic Expression" Article of the CLEA Collective Bargaining Agreement and within the limitations imposed by state and federal laws and regulations, all employees of the school district are privileged to choose either side of a particular political issue. They are privileged to support their viewpoints as they desire by vote, discussion, or the persuasion of others but such discussion and persuasion will not be carried on during the performance of school duties, except in open discussion during classroom lessons that center on a consideration of all candidates for a particular office or all sides of a particular political or civil issue. On all controversial issues employees must designate that the viewpoints they represent on the issues are personal viewpoints and are not to be interpreted as the official point of view of the school district.

No employee will use school district facilities, equipment or supplies in connection with his/her campaigning; nor will he/she use any time during the working day for campaign purposes.

END OF POLICY

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Legal Reference(s):

ORS Chapter 244  
ORS 260.432 Oregon Constitution, Article XV, Section 8.