

## **Policy Information**

### **Series 4000 - Personnel**

#### **Staff Participation in Political Activities**

Policy # 4130

School District employees have the same constitutionally protected rights to speak and act on matters of public concern as any other citizens. However, these rights are not unlimited when the speech or action takes place during school time and/or on school grounds. In such cases, the Board of Education can impose reasonable restrictions on time, place and manner of the speech or action. The Board may even control the content of speech if it significantly threatens the efficient operations of the schools or if it conflicts with the educational mission of the District, as set forth by the Board.

It is the responsibility of the District to ensure that the focus of students while in the classroom and other instructional settings is upon learning within the parameters of the curriculum. Employees of the District may not use the classroom (or any other part of the school) as a forum for promoting their personal political views and their opinions on matters of public concern and may not exploit students for their own political advantage or that of a party, a candidate, a cause, etc. To that end, employees, while in the classroom or other instructional settings, shall restrict their comments to the curriculum and shall not express, through words, buttons, placards, signs or any other form, statements or messages which are not related to the curriculum being instructed or to associated job tasks.

Adoption Date: 5/18/2000  
4000 - Personnel

---