

## 4233 POLITICAL ACTIVITIES

The Board of Education recognizes and encourages the right of all citizens, including school employees, to engage in political activity. However, the Board prohibits the use of school premises and school time for partisan political purposes.

The primary responsibility of staff members is to assure that the educational curriculum prescribed by the Board of Education is implemented through devotion of the resources necessary to accomplish that goal. It is the policy of the Board of Education that all staff members while in contact with pupils, parents or members of the community during the performance of their duties, shall refrain from conveying their personal view on religious, political or labor relations issues, except in the context of a bona fide pedagogical exercise consistent with the prescribed curriculum or as otherwise required to perform their respective assigned duties. Accordingly, all staff members shall refrain from wearing, or displaying in their classrooms or other work spaces where pupils, parents or members of the community are present, any buttons, clothing, displays or other expressive media intended, or reasonably likely to convey the member's personal views on religious, political or labor relations issues. In the event that a staff member believes that any of the activities identified in the previous sentence constitute a bona fide pedagogical exercise consistent with the prescribed curriculum or are required to perform their respective assigned duties, he or she shall secure the prior permission of the Building Principal before engaging in same. Nothing in this policy shall be construed to limit any prerogatives of the Board of Education or constitutional rights of employees as enunciated in *Green Township Education Association v. Rowe*, 328 N.J. Super, 525 (App. Div, 2000), or any controlling legal authority decided thereafter.

The provisions of this policy do not apply to the conduct of employee representative elections.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or pupil.

N.J.S.A. 18A:42-4

*Green Township v. Rowe*, Superior Court of New Jersey - Appellate Division A-2528-98T5

Adopted: 24 January 2011

