

## STAFF PARTICIPATION IN POLITICAL ACTIVITIES

Admin. Reg. HRS-13  
~~August, 2010~~ April, 2017

### I. Employee Candidacy.

- A. The ~~BCSDDistrict~~ recognizes ~~that staff members have~~ employees possess the same fundamental civic responsibilities and privileges as other citizens, including campaigning for an elective public office and/or holding an elective or appointive public office to the extent that neither activity conflicts with the employee's duties.
- B. When running for elective public office, the employee should notify his/her principal or immediate supervisor with a copy to the Chief Administrative and Human Resource Services Officer at the earliest practical moment. This written notice must include the position sought, the employee's intention as to the possibility of continued employment, and the conditions of that employment. —In connection with campaigning and/or holding public office, a staff member may not use school system facilities, equipment, or supplies; ~~discuss his/her campaign with school personnel, students, or citizens during the work day;~~ and/or use any time during the work day for campaigning purposes, either through his/her own activities or the activities of a colleague.
- C. An employee who intends to offer for an elective or an appointive position on a governing public board or agency should verify in writing to the Chief Administrative and Human Resource Services Officer ~~that~~ such a position will not conflict with state or federal laws or regulations concerning the employee's right to serve, ~~e.g.,~~ (dual office holding, conflict of interest, etc.).

### II. Compliance with this Administrative Regulation ~~Policy~~. Staff members who fail to comply with the provisions of this Administrative Regulation ~~policy~~ may be subject to disciplinary action, up to and including dismissal from employment.

### III. Political Activities in Schools.

- A. The Superintendent firmly believes in the democratic process and principles and in the exposure of mature students to persons of political prominence and/or current events as part of the educational process. ~~On the other hand, the~~ The Superintendent opposes actions, ~~which~~ transforming schools into arenas for political activism, including advocating for any political party or candidate for public office. ~~Such activities can and do create friction within schools and thereby disrupt the educational environment.~~
- B. The Superintendent directs ~~that~~ no person, individually or on behalf of any organization, one may distribute or post cards, flyers, pamphlets, brochures, signs, pins, badges, or any other political paraphernalia espousing any political party or candidate at any time on ~~BCSDDistrict~~ property. ~~No~~ person, individually or on behalf of any organization, one may collect or solicit funds for political use or solicit

for campaign workers in ~~BCSDDistrict~~ buildings or on ~~BCSDDistrict~~ grounds during the work day. No candidate for public office may solicit support on school property.

- C. During the work day, on ~~BCSDDistrict~~ property, or at a BCSDDistrict-sponsored events, on or off school ~~propertycampuses~~, no employee-staff may ~~not~~ influence or attempt to influence any student, teacher, parent, or other person to vote for or against any candidate, ~~or~~ political party, and/or issue.
- D. No school publication ~~shall~~will advertise or accept for advertisement any material promoting any political party or any candidate for public office.
- E. Nothing in this Administrative Regulationpolicy is to be construed as precluding dissemination of general factual information concerning a school tax or bond referendum or as precluding mock elections, debates, conventions, and/or other simulated political activities where the activity is primarily intended as an educational experience.

Adopted: July 1, 2002

Revised: May, 2005; August, 2010; April, 2017

Legal References:

- A. United States Code, as amended
  - 1. 50 U.S.C. 1501<sub>2</sub>, *et seq.*, Hatch Act – Employees paid with federal funds or working in activities supported by federal funds
- B. South Carolina Code, 2004, as amended
  - 1. Section 2-1-120<sub>2</sub>, *et seq.* – A South Carolina teacher elected to the General Assembly is exempted from requirements of recertification and returns his/her teaching certificate while serving in the legislature