

**SUPERINTENDENT'S REGULATION 5-3.4**

**STAFF PARTICIPATION IN POLITICAL  
ACTIVITIES AND PROFESSIONAL  
ORGANIZATION**

**Membership Solicitation and Communications**

As Poquoson City Public Schools recognize that employees participate in professional organizations, the process of soliciting membership to the organizations must be guided by procedures which preserve the integrity of the instructional day. Virginia public school employee organizations may utilize employee mailboxes and bulletin boards used by employees in areas reserved for employees for purposes of membership solicitation and communications. Employee meetings regarding membership solicitation and organizational communication shall take place outside of the contract day and apart from faculty meetings.