

POST FALLS SCHOOL DISTRICT NO. 273

Series 400: Certified Personnel: Instructional Considerations

Policy No. 405.11

Policy Title: Partisan Political Activities

Page 1 of 1

The Board of Trustees recognizes its individual employees' rights of citizenship, including, but not limited to, engaging in political activities. An employee of the district may seek an elective office, or advocate for or against a political candidate or ballot measure, provided the employee does not campaign during instructional times or while they are responsible for other duties, or while they are in settings where they are likely to have contact with students and provided all other legal requirements are met. "Ballot measure" includes, but is not limited to, bond or levy elections.

No person may attempt to coerce, command, or require a public employee to support or oppose any political committee, the nomination or election of any person to public office, or the passage of a ballot issue.

The district shall not restrict constitutionally-protected political speech of employees during non-instructional times in non-student contact settings, such as during duty-free periods in faculty break rooms and lounges during the school day or during after-school events. Nothing in this section is intended to restrict the right of a district employee to express his or her personal constitutionally-protected political views.

No district employee may use public facilities or equipment, including, but not limited to, telephones, fax machines, copy machines, computers, e-mail, etc., or supplies, including, but not limited to, paperclips, staples, pens, pencils, paper, envelopes, tape, etc., that are purchased with public funds to advocate for election or political campaigns, private or charitable organizations or foundations, or ballot issues.

Legal References:

Pub. L. 76-252 The Hatch Act of 1939

Id. Const. art. III, § 1 Initiatives and Referenda

I.C. § 74-601, et seq. Public Integrity in Elections Act

Date of Adoption: 1/26/88

Amended: 4/14/97, 2/13/23

Reviewed 2017, 2021