

# POLICY

## STAFFORD TOWNSHIP BOARD OF EDUCATION

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Political Activities

### 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, except as set forth herein, for partisan political purposes.

The Board establishes the following guidelines to govern all support staff members in their political activities:

1. An employee shall not engage in political activity on school premises unless permitted in accordance with Policy No. 7510 - Use of School Facilities and/or applicable Federal and State laws;
2. An employee shall not post political circulars or petitions on school premises in areas where students are or may be present, nor distribute such circulars or petitions to pupils, nor solicit campaign funds or campaign workers on school premises. However, an employee may post political circulars or petitions on union bulletin boards in an employee lounge area where students are not permitted to be present;
3. An employee shall not display any material that would tend to promote any candidate for office on an election day in a school facility that is used as a polling place;
4. An employee shall not engage in any activity in the presence of pupils while on school property, which activity is intended and/or designed to promote, further or assert a position(s) on labor relations issues.

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.

#### The Worker Freedom from Employer Intimidation Act

Support staff members cannot be required to attend a Stafford Township Board of Education sponsored meeting or participate in any communication with the Stafford Township Board of Education, or any agent or representative thereof, if the purpose of the meeting/communication is to express/communicate the Stafford Township Board of Education's, or any of its agents' or representatives', opinions about religious or political matters.



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1. Definition of "political matters": For the purpose of this paragraph only, a "political matter" includes any political party affiliation and decision to join or not join or participate in any lawful political, social or community organization or activity.
2. Prohibition against retaliation: The Stafford Township Board of Education and any agents, representatives or designees thereof, shall not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize any support staff member because the teaching staff member, or a person acting on behalf of the teaching staff member, makes a good faith report, verbally or in writing, of a violation or suspected violation of the provisions of this subsection.
3. Exceptions: Nothing herein shall be construed to prohibit:
  - i. A support staff member's voluntary attendance at any of the Stafford Township Board of Education sponsored activities included in this subsection;
  - ii. the Stafford Township Board of Education from requiring a support staff member from attend a lecture on a religious or political matters that are part of the regular course work/curriculum; or
  - iii. the Stafford Township Board of Education from discussing or communicating views or opinions about unions.

N.J.S.A. 18A:42-4;  
N.J.S.A. 34:19-9 through 14  
Green Township v. Rowe, Superior Court of New Jersey - Appellate  
Division A-2528-98T5

Adopted: 22 July 2004  
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Revised: 7 April 2009

