

1 **5224 PERSONNEL**

2 Political Activity - Staff Participation

3 The Board recognizes its individual employees' rights of citizenship, including, but not limited to, engaging
4 in political activities. An employee of the District may seek an elective office, provided that the staff
5 member does not campaign on school property during working hours, and provided all other legal
6 requirements are met. The District assumes no obligation beyond making such opportunities available.
7 In the event the staff member is elected to office, the employee is entitled to take a leave of absence
8 without pay, in accordance with the provisions of §39-2-104, MCA unless provided otherwise within an
9 existing collective bargaining agreement.

10 Except as provided by §2-2-121 MCA, no person, in or on District property, may attempt to coerce,
11 command or require a public employee to support or oppose any political committee, the nomination or
12 election of any person to public office, or the passage of a ballot issue.

13 No District employee may solicit support for, or opposition to, any political committee, the nomination or
14 election of any person to public office, or the passage of a ballot issue while on the job or in or on District
15 property. However, nothing in this policy is intended to restrict the right of a District employee to express
16 his or her personal political views.

17 Cross Reference:

18 Policy 3222R – Distribution and Posting of Materials

19 Legal Reference:

20 5 USC 7321, et seq. Hatch Act

21 § 13-35-226, MCA Unlawful acts of employers and employees

22 § 39-2-104, MCA Mandatory Leave of Absence for Employees holding Public Office

23 § 2-2-121, MCA Rules of Conduct for Public Officers & Public Employees

24 Policy History:

25 Adopted on: July 1, 2000

26 Revised on: August 23, 2010

27 Revised on: March 26, 2018