

## Political Activities of Staff

The Fargo Public School District recognizes the right of employees to participate in political and governmental affairs in the same manner afforded any other citizen, including the right to vote, the right to be an active member of a political party, the right to campaign for candidates for election to public office, the right to seek, campaign for, and serve in public office.

Political activities of any employee must be conducted off of District property and during non-working hours. Employees will not use any District resources or services including clerical assistance, printing services, and mailing services, for any political purpose. In addition, the use of school resources or services for distributing campaign literature for or against any candidate is prohibited.

Employees will refrain from exploiting the privilege of their position for political purposes. In addition, an employee may not use students in any way for political purposes.

An employee may be granted a leave of absence, without pay, of not less than a semester, unless mutually agreed upon for a lesser period of time, for the purpose of campaigning or for serving in a public office. No request for leave will be necessary when such activity does not interfere with the employee's employment. If the employee's absence does not result in the hiring of a substitute, the employee may request from the Superintendent up to one day's pay per week of the absence as compensation for time spent doing school district work while away from the school district.

The employee shall have secured a leave of absence prior to an announcement of a campaign or to serve in a public office which would require an employee to be absent from an assigned position.

Any person who has had a legislative leave may take unpaid leave or apply for other leave for which the employee is eligible (ex. personal leave, vacation) for legislative duties in the succeeding year, in which case the district will provide the substitute if one is necessary. The employee is responsible for the organization and coordination of their regular school responsibilities. No request for leave will be necessary when such activity does not interfere with the performance of the employee's duties.

### *References:*

*N.D.C.C. ch. 16.1-10*

*N.D.C.C. 54-03-27*

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