

**Policy Statement # 1940 (Administration) of the Board of Education
Regarding Political Neutrality**

I. Purpose

- A. This policy aims to create a respectful and distraction-free educational setting for all students by ensuring that Calvert County Public Schools, as a public school system dedicated to teaching and learning, remains neutral on political issues, parties, and candidates. It further ensures that neither students nor employees are pressured, coerced, or obligated to endorse political viewpoints or contribute to or render service for any political candidate or party.
- B. To support this, employees are required to remain neutral on political issues, parties, and candidates during classroom instruction and avoid discussing such topics unless the discussions and related activities are aligned with the approved curriculum. The policy also allows and facilitates students' expression of their own viewpoints on political issues, parties, and candidates in a respectful and non-disruptive manner. Finally, employees are prohibited from engaging in political activity while on the job during working hours.

II. Policy Statement

- A. Participation in politics or political campaigns and the free expression of diverse political opinions by employees of this state or of any county, municipal corporation, city, political subdivision, public authority, body political or board of education is integral to the continuation of the freedoms enshrined in the constitution of the United States and shall not be prohibited. To that end, each employee shall retain all rights and obligations of citizenship provided in the Constitution and laws of the United States of America and of the State of Maryland; however, no such employee shall:
 - 1. Engage in political activity while on the job during working hours;
 - 2. Advocate the overthrow of the government by unconstitutional and violent means;
 - 3. Be obligated to contribute or render political service during working hours;
 - 4. Engage in the discussion of political issues, parties, and candidates unless and to the extent that such discussions and any related activities are aligned with the approved curriculum;
 - 5. Engage in a captive audience classroom discussion of the employee's viewpoints on political issues, parties, and candidates; and
 - 6. Prevent non-disruptive student expression of student viewpoints on political issues, parties, and candidates.

III. Student Expression

- A. Students retain their rights to free expression, provided it does not disrupt the educational environment or infringe upon the rights of others, in accordance with existing CCPS policies.

IV. Enforcement

- A. Violations of this policy may result in disciplinary action, consistent with CCPS employee conduct guidelines.

V. Delegation of Authority

- A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state, and federal laws and regulations, and to communicate this policy and accompanying procedures to all relevant parties.

VI. Exceptions

- A. There are no exceptions to this policy. However, the Board by majority vote may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state, and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.

VII. Review

- A. This policy will be reviewed at the end of three years, or sooner, if approved by majority vote of the Board of Education in public session.

VIII. Effective Date

- A. This policy is effective September 11, 2025.

Citations

State Law: Section 7-105(a) of the Education Article of the Annotated Code of Maryland

State Reg.:

Federal Law:

Adm. Reg.:

Neg. Agr.:

Other Citation:

Related Policy

1020 – (Administration) Policy of the Board of Education Regarding Political Activities on CCPS Property and During School Activities

1750 – (Administration) Policy of the Board of Education Regarding Employee Discipline

1945 – (Administration) Policy of the Board of Education Regarding Flags

Administration 1940

Adopted: 9/11/25

Revised:

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