

IRVING ISD EMPLOYEE BOND ETHICS AND LAWS

PERSONAL TIME + PERSONAL RESOURCES = OK



DISTRICT TIME + DISTRICT RESOURCES = NOT OK



District employees and board members may support or oppose a bond election as private citizens.

WHEN ACTING AS A DISTRICT EMPLOYEE OR BOARD MEMBER

- ✓ Share factual information
- ✓ Explain bond projects
- ✓ Discuss election dates
- ✓ Encourage voter participation
- ✓ Answer questions with facts
- ✗ Advocate for a particular outcome
- ✗ Use district resources for political advertising
- ✗ Campaign while performing official duties

WHEN ACTING AS A PRIVATE CITIZEN

- ✓ Put a campaign sign in your yard
- ✓ Post on personal social media
- ✓ Volunteer with a PAC
- ✓ Attend campaign events
- ✓ Advocate for or against the bond
- ✓ Advocate to neighbors
- ✓ Wear campaign apparel (off district property)



BEFORE SPEAKING ABOUT THE BOND, ASK:



- 1 Am I acting as an employee or board member?
- 2 Am I using district resources?
- 3 Am I on district-owned property?
- 4 Am I advocating for a particular election outcome?

**IF YES TO
ANY QUESTION:**
Stick to factual
information only.

COMMON QUESTIONS

- ✓ Can I put a sign in my yard?
- ✓ Can I post on social media?
- ✓ Can I advocate at an away game?
- ✓ Can my spouse support the bond?
- ✓ Can I wear a "Vote Yes" shirt?
- ✓ Can I hand out flyers near the stadium?



IRVING ISD
BOND 2026

SCAN FOR THE FULL FAQ AND EXAMPLES:

