Adopted: *October 28, 1996*

Revised: *11/8/04; 12/11/17; 5/12/25*

409 STAFF PARTICIPATION IN POLITICAL ACTIVITIES

I. PURPOSE

The purpose of this policy is to recognize employee rights related to participation in political activities.

II. GENERAL STATEMENT OF POLICY

The Board of Education recognizes that employees of South St. Paul Public Schools have the same functional civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office.

Any employee who intends to campaign for an elective public office, and his/her participation would interfere with the employee's performance of duties, shall notify the superintendent or his/her designee, in writing, as early as possible of the office which he/she intends to seek.

In connection with campaigning, whether for their own candidacy or for another candidate, group of candidates or issue(s), no employee shall use school district facilities, equipment, electronic transmissions or supplies. The employee shall not discuss the campaign with school district personnel or students to wear or display support for any specific candidate, group of candidates or issue, nor shall the employee use any time during the workday for campaigning purposes.