
CLOVIS UNIFIED SCHOOL DISTRICT

HUMAN RESOURCE SERVICES

Duties, Responsibilities & Rights of Employees

PARTICIPATION IN COMMUNITY & POLITICAL ACTIVITIES

PURPOSE: To establish a policy governing participation in community and political activities.

The Board recognizes the right of any employee, student, or member of the Board of the District to assume their full responsibility as citizens living in a democracy including such citizen rights as voting; discussing the social, political and economic issues of the day in public meetings; supporting candidates; accepting appointive or elective public office; or holding office in political parties.

Except as otherwise provided by law, political activities shall not be conducted by District employees on District premises during normal operating hours. Further, employees shall exercise reasonable care to show that they are acting in the capacity of a private citizen. Nothing in this policy shall prevent:

1. The discussion and study of political, social, and moral issues when such discussion and study are appropriate to the subject matter of a course.
2. The dissemination of information concerning school tax and/or bond elections insofar as authorized by the Education Code.
3. The conducting of student elections and campaigning connected therewith.

Except as authorized by the Education Code, no employee shall, during duty hours or in the performance of official duties, attempt to influence other District employees, students, or parents to (1) support or oppose any candidate for governing board, or (2) support or oppose any ballot measure.

Administrative and supervisory personnel, by virtue of their roles, have a duty to fellow employees and residents of the District to avoid even an appearance of conflict regarding political activity.

The Board further recognizes that school district organizations, staff, and administration have an obligation to participate whenever practical, in appropriate affairs of the District, worthwhile community organizations, and upon occasion, county, state, municipal, and national events.

The District Administration will consider inappropriate any activities by school organizations or school employees or school administrators that might be construed by the community as implying District support for candidates for elective office, in accordance with the following guidelines:

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1. School organizations and assigned supervisory staff may, upon invitation, appear in performance or audience when incumbent elected officials are visiting the area as part of their duties, subject to school principal authorization.
2. All affected students and parents shall be advised by adequate notice of the proposed participation and no student shall be required to participate as a condition of attendance or grading.
3. Normally, such participation will not be allowed within the month prior to election date for any candidate.

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Amended: 10/25/89
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Amended: 3/24/04
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Ed. Code § 7050, et seq.