

Political Advocacy by Employees

All district employees shall enjoy the rights and privileges of any free citizen in matters of a political nature, except for these restrictions:

1. No district employee shall, during hours for which pay is received, use any time for campaign solicitations or for the promotion, election, or defeat of any candidate for public office, or for any ballot question.
2. No district employee shall use district property or students for the purpose of campaign solicitations or for the promotion, election, or defeat of any candidate for public office or for any ballot question, except that district employees may arrange for the use of district facilities for such purposes on the same terms and conditions as the facilities are offered for use by other groups.

District Employees for Public Office Leave of Absence

Any district employee has the right to become a candidate for public office and to serve in such elected office unless there is a specific legal prohibition. Such leave shall be requested in writing upon filing for the office. A determination shall be made by the board at the time of consideration of the leave whether the public office requires the leave to be taken upon filing for the office or upon election to said office. This leave may be approved for the length of tenure in the office. Any professional employee, administrator or classified employee, upon presenting evidence of having been elected to public office, may apply for a leave of absence, without salary, to serve in such office.

Anyone receiving such leave may be brought back to his or her prior employment status if there is a position open for which he/she was qualified or, in the case of an administrative employee, licensed. However, nothing in this policy shall be construed to mean that a person returning from political leave is guaranteed a position or is guaranteed the position he/she held upon being granted leave.

The provisions of the negotiated agreement shall govern leave granted to teachers.

Approved: 7/24/17

KASB Recommendation – 2/98; 4/07; 6/15; 4/16