

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

ADMINISTRATIVE REGULATION

Name: Staff Participation in Political Activities

Section: Personnel

Code: GBG-AR

According to Oregon Law, school employees are prohibited from engaging in any political activities during their assigned work hours. ORS 260.432 states "no public employee shall solicit any money, influence, service or other thing of value or otherwise promote any political committee or promote or oppose the nomination or election of a candidate, the adoption of a measure or the recall of a public office holder on the job during work hours. However, this section does not restrict the right of a public employee to express personal political views."

School employees may exercise their right to participate fully in affairs of public interest in a local, county, state and national level on the same basis as any citizen in a comparable position in public or private employment and within the law. The district shall post the restrictions imposed by Oregon law on the political activities of public employees in each work site.

All district employees are privileged within the limitations imposed by state and federal laws and regulations to choose any side of a particular issue and to support their viewpoints, as they desire by vote, discussion or persuading others. Such discussion and persuasion, however, will not be carried on during the performance of school duties except in open discussion during classroom lessons that consider all candidates for a particular office or any side of a particular political or civil issue.

On all controversial issues, employees must designate that the viewpoints they represent on the issues are personal and are not to be interpreted as the district's official viewpoint.

No employee will use district facilities, equipment or supplies in connection with his/her political purposes nor will he/she use any time during the working day for campaign purposes.