

**POLICY RELATING TO PERSONNEL MANAGEMENT**

**STAFF PARTICIPATION IN POLITICAL AND UNION ACTIVITIES**

The Wachusett Regional School District recognizes employees' rights to engage in political activity.

The following guidelines will be followed regarding employee participation in political and union activity:

- All employees shall be encouraged to exercise their constitutional rights as citizens, but they shall not involve their schools and pupils in personal political campaigns.
- Campaign literature, including but not limited to electronic email, supporting one or more candidates shall not be distributed within schools or on school buses, by pupils, teachers, or others; nor shall campaign posters be displayed at or within the schools. Campaign literature shall be used solely for educational purposes. (Schools may be used for polling places.)
- Employees shall not poll their pupils to determine how their parents are voting on any issue, and shall not attempt to indoctrinate pupils with personal political and social philosophy; however, employees are not prohibited from political activity after hours of official employment. Any discussions during break time shall be confined to a segregated area out of the hearing distance of students.
- Employees may not use school property for personal political use except through the District School Use process. See related policy P5234.1 **Policy Relating to Personnel Management *Employee Use of Information Technology***.
- Employees' attendance at, or participation at, political or union activities during work time shall not take place without prior written approval of the Superintendent.

Problems concerning the political activity of an employee shall be reported to the Superintendent who shall follow-up and take appropriate action.

First Reading: 04/14/03  
Second Reading: 04/28/03

WRSDC Policy 5241.6