

RULE 22

POLITICAL ACTIVITIES

2201 Political Activity Freedom

Every classified employee may, during off-duty hours, participate in political activities not specifically prohibited by the Education Code.

2202 Causes for Disciplinary Action

Any employee may be disciplined for improper political activity. Improper political activity includes:

- A. The use of any District property, equipment, or facility for any political purpose unless the use thereof is authorized, by law, for such purposes and the employee has obtained prior required approval.
- B. The use of any District property, equipment, or facility for any political purpose or the performance of any political act during regular hours of duty.
- C. Engaging in active campaigning in behalf of any candidate, including himself, for public office, whether by speaking, soliciting funds or support, distributing handbills, or otherwise, during assigned hours of employment.
- D. Attempting to gain any advancement or privilege under the Code or these rules through political activity.

2203 Personal Candidacy

Any employee may be a candidate for any political office for which the employee may file without suffering any loss of employment status in the District unless the employee violates the provisions of Section 2201.

2204 Leave of Absence

An employee who files for a political office may request, and the Board of Education may grant, an unpaid leave of absence which shall commence not earlier than one month prior to the concerned election and continue until the election processes have been completed insofar as the candidacy is concerned.

2205 Election to a Political Office

Any employee who is elected to a political office, the duties of which will clearly conflict with normal duty hours and assignment with the District, may request, and may be granted, an unpaid leave of absence which shall commence on the date the employee assumes the office and shall terminate not later than 30 days after the last day in the elected office. Re-election to the same office or election to a different office which provides reasonable continuity of elected public service may cause extension of the approved leave.

An employee granted a leave under this rule may be used as a substitute employee during the period of the leave. The employee will be placed on (an) appropriate employment list(s) and notified that he/she may be offered limited-term employment.

2206 Intent

It is the Governing Board's intent and purpose in enacting these rules to allow employees their lawful privilege of political freedom and activity, but to insure that political activities are not engaged in during normal duty hours and normal duty assignments. The District has a reasonable obligation to make certain that personnel are aware of their political rights and can exercise those rights but, at the same time, to insure that its employees do not wrongfully use their duty hours or District facilities for political purposes.