

Community Relations

Political Activities of School Employees

General

The Orange Board of Education recognizes the right of its employees, as citizens, to engage in political activity. However, the Board recognizes that school property and school time are paid for by all the people of the District, and should not be used for partisan political purposes, except as provided for in policies pertaining to the use of school facilities by civic and political organizations.

Prohibited activities include the posting of political circulars or petitions, collection or solicitation of campaign funds, solicitations for campaign workers, the use of students in writing or addressing campaign materials, and the distribution of campaign materials to students on District property or during school time in any manner which would indicate that a school employee is using a position in the school to further personal partisan views on candidates for public office or questions of public property. Teachers and other District employees will not attempt to influence students concerning political party affiliations and will not praise or denigrate any particular political party.

Nothing in this policy will be interpreted as prohibiting teachers from conducting appropriate activities that encourage students to become involved in the political processes of the party of the students' choice or as independents; nor does it prohibit the use of political figures as resource persons in the classrooms.

Performance of Civic Duties by Employees

Employees are encouraged to perform civic duties commensurate with democratic ideals, including:

1. Voting and taking an interest in social, political, and economic issues of the day.
2. Exercising democratic rights and responsibilities which are shared in common with other citizens. These rights and privileges may include:
 - a. Electioneering for candidates
 - b. Accepting positions in political campaigns
 - c. Holding an office in a political party organization
 - d. Serving as a delegate to political party conventions.

Individual Responsibility in Participating in Political Functions

Employees engaging in political activities shall:

1. Realize their primary obligation to their work in the Orange Public Schools
2. Endeavor to make others realize that their statements and actions are made or taken as individuals and not as representatives of the Orange Public Schools
3. Not engage in political activities on school premises during school hours.

Personal Leave for Political Activities

Leaves of absences without pay for political activities may be granted for the purpose of being a candidate for political office or for holding political office upon proper request and mutual agreement and consistent with State Statute.

(cf. [1140](#) – Distribution of Materials by Students)

(cf. [1311.2](#) – Political Activities in the Schools/On School Board Property)

(cf. [1330/3515](#) – Community Use of School Facilities)

(cf. 3543.13 – Mail and Delivery)

(cf. 4118.21 – Academic Freedom)

(cf. 6144 – Controversial Issues)

(cf. 6153.2 – Student Participation in Election Process)

Legal Reference: Connecticut General Statutes

[7-421](#) Political activities of classified municipal employees.

[7-421b](#) Limitation on restriction of political rights of municipal employees.

9-369b Explanatory text relating to local questions.

[10-156e](#) Employees of boards of education permitted to serve as elected officials; exception.

[10-239](#) Use of school facilities for other purposes

31-51q Liability of employer for discipline or discharge of employee on account of employee's exercise of certain constitutional rights.

Keyishian v. Board of Regents 395 U.S. 589, 603 (1967)

Academic Freedom Policy (adopted by Connecticut State Board of Education, Month 9 Day 9 Year 1981/9/81)

Equal Access Act, 20 U.S.C. ss 4071-4074

Policy adopted: April 15, 2013