

Staff Participation in Political Activities

The board recognizes the right of its employees, as citizens, to engage in political activities. A staff member may seek an elective office provided that the staff member does not campaign on district property during working hours. District property and work time, supported by public funds, may not be used for political purposes.

Brewster School District staff, in fulfilling their job duties, will remain politically neutral in areas of politics and/or highly debatable or controversial issues and will not display, teach, espouse, or otherwise convey their personal beliefs on political and/or other highly debatable or controversial topics. Rather, District staff must facilitate academic learning in the areas of religion, civil rights, economics, international affairs, sociology, ideology, politics and other highly debatable and/or controversial topics in an objective, neutral, non-biased manner, presenting all sides. Staff is prohibited from using their positions to promote partisan politics, religious views, any aspects of CRT and promoting one group of individuals as superior or inferior to another. Nor should there be resources that reference to gender identity, gender fluidity, the gender spectrum or gender-neutral ideology in any form. Displaying support of the United States of America, and the protection of quality civics education and academic discourse., Brewster School District, Brewster Community are acceptable.

In the event the staff member is elected to office, the employee may request a leave of absence in accordance with the leave policies of the district or the provisions of any applicable collective bargaining agreement. District employees who hold elective or appointive public office in an organization are not entitled to time off from their district duties for reasons incident to such offices unless the circumstances surrounding the leave request qualify under leave policies of the district.

Cross References: 4400 - Election Activities

Legal References: RCW 41.06.250 Political activities
 RCW 42.17A.555 Use of public office or agency facilities in
 campaigns - Prohibition - Exceptions
 RCW 42.17A.635 Legislative activities of state agencies, other units
 of government, elective officials, employees

Management
Resources:

2015 - October Policy Issue

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