

1 Employment or volunteer service with the school system does not preclude an individual from
2 participating in political activities, such as ~~The employee's right of citizenship, involving~~
3 ~~registering, discussing political issues, and~~ voting, campaigning for candidates or issues, running
4 for or serving in public office, attending political events, and contributing funds to partisan
5 groups or candidates ~~and participating on a committee or board that seeks to serve the welfare of~~
6 ~~the community, will not be infringed upon due to employment by the school system.~~

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8 These political activities must not:

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10 1. take place during ~~school time~~ work hours;
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12 2. involve school ~~system monies~~ funds or materials; or
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14 3. make use of an official school position to encourage or to coerce students, ~~or other~~
15 employees, or others ~~of the system~~ to support in any way or oppose a political party,
16 candidate, or issue.

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18 As specified in policy 2220, Official School Spokesperson, the chairperson of the board or
19 designee and the superintendent or designee are the official spokespersons for the school system.
20 Employees, when exercising their rights as citizens, should take steps to ensure that their
21 personal political activities or opinions are not erroneously attributed to the ~~school~~ board or the
22 school system.

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24 This policy should not be construed as prohibiting the impartial study and discussion of political
25 or other controversial issues in the classroom setting. However, employees must be mindful of
26 their responsibility to deliver the curriculum of the school system and may not present their
27 personal political views to students in the classroom or when otherwise engaged in the
28 instruction of students.

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30 Legal References: U.S. Const. amend. I; G.S. 115C-46.1, -47(18); *Boring v. Buncombe County*
31 *Bd. of Educ.*, 136 F.3d 364 (4th Cir. 1998); *Lee v. York County Sch. Div.*, 484 F.3d 687 (4th Cir.
32 2007)

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34 Cross References: Official School Spokesperson (policy 2220)

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36 Adopted: April 18, 2016

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38 Revised: November 21, 2016; [DATE]