

## Policy Code: 7720 Employee Political Campaign Activities

Employment or volunteer service with the school system does not preclude an individual from participating in political **campaign** activities, such as registering and voting, campaigning for **or against particular** candidates or issues, **opposing or endorsing a referendum**, running for or serving in public office, attending political events, and contributing funds to partisan groups or candidates. ~~These~~ **However, such** political **campaign** activities must not: (1) take place during work hours; (2) involve **expenditure** of school system funds ~~or materials or use of public resources;~~ **or** (3) ~~make use of an official school position to~~ encourage or ~~to~~ coerce students, employees, or others to support or oppose a political **issue**, party, **or** candidate, ~~or issue,~~ while acting in an official capacity as a school system employee; or (4) violate any federal laws, state laws, or Wake County Board of Education policies.

As specified in policy 2220, Official School Spokesperson, the ~~chairperson~~ **Chair** of the ~~B~~board ~~or designee~~ and the ~~s~~Superintendent or designee(s) are the official spokespersons for the school system. ~~The policy further states that any person~~ “speaking in an official capacity shall conduct his or her assignment from the standpoint of the best interests of the Board, the school system, and the community, not as a representative of his or her own personal ideas or feelings.”

Employees, when exercising their rights as citizens, should take **reasonable** steps to ensure that their personal political activities or opinions are not erroneously attributed to the ~~B~~board or the school system. ~~Views may be expressed as representing the view of the school system or part of the school system only with prior approval by the~~ ~~s~~Superintendent or designee. Additionally, as specified Board Policy 7300 Staff Responsibilities and Code of Ethics, school system employees are role models, and their conduct should protect the integrity and/or reputation of both the employee and the school system.

This policy should not be construed as prohibiting the impartial study and discussion of political ~~or other controversial~~ issues in the classroom setting **when such study and discussion is consistent with the approved curriculum and guidance from supervisors on appropriate instructional content and methods**. However, employees must be mindful of their responsibility to ~~deliver the curriculum of the school system and may not refrain from presenting their personal political views to~~ endorsing or opposing a referendum, election, or a particular candidate for elective office with students in the classroom or when otherwise engaged in the instruction of students.

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

~~Cross References: Official School Spokesperson (policy 2220)~~

Adopted: