

Policy Code: 7710 Employee Professional Organizations

Every employee will have the right to freely join and support any professional organization. Unless otherwise approved by the superintendent or designee, any costs associated with membership in a professional organization or association will be the employee's responsibility. The Board and administration of the school system will not attempt to influence a teacher or other employee's decision as to whether to join any organization or association.

Consistent with G.S. 115C-335.9, all education employee associations shall have equal access to employees at Wake County Public School System (WCPSS) schools and worksites. WCPSS administrators shall not favor or endorse any particular education employee association over another.

The Superintendent or designee shall take steps to ensure that each school provides reasonable access to its campus for voluntary meetings between representatives of education employee associations and interested school employees without impairing the performance of job duties, supervision of students, or safe and orderly operation of the school. Education employee associations shall, upon request, be granted access to general informational sessions that are designed to share information or resources from non-WCPSS organizations about voluntary supports and programs for WCPSS employees unless such participation would be logistically unfeasible or clearly outside the intended purpose of the event. Education association representatives will comply with all applicable policies while on school system property, including but not limited to Board Policy 5020 (Visitors to the Schools).

~~School system personnel should not participate in membership while they are expected to be performing job-related duties unless specifically authorized by the principal or supervisor.~~ Employees are free to advocate for or against causes supported or opposed by education employee associations, including participation in political campaign activities. However, consistent with Policy 7720 (Employee and Volunteer Political Campaign Issues) employee political campaign activities must not take place during work hours or involve expenditure of school system funds or use public resources.

Legal References: [U.S. Const., amend. I](#); [G.S. 115C-36, -47](#); [16 NCAC 6C.0404, .0405](#)

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Wake County Board of Education