

## **Policy Code 7710: Membership in 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 N.C.G.S. § 115C-335.9, all education employee associations shall have equal access to employees at Wake County Public Schools (WCPSS) schools and worksites. WCPSS administrators shall not favor or endorse any particular education employee association over another.

WCPSS staff and education employee association representatives are authorized to converse in person before school, after school, during unprotected planning (including unprotected planning time during Teacher Workdays), approved breaks, and staff lunch breaks. This includes telephone conversations, virtual meetings, and private in-person meetings in the employee's office or other normal workspace when that location is not being used by students or other staff.

Education employee associations shall, upon request, be granted access to new hire orientations, back-to-school events, and other events that include the sharing of information from non-WCPSS organizations about voluntary 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), except that principals may not place limits on the frequency or conditions of employee education association visits to schools, if such visits otherwise comply with this policy.

**Legal References: U.S. Const., amend. I; G.S. 115C-36, -47; 16 NCAC 6C.0404, .0405**