

# Policy

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Board of Education  
Randolph

430.8 PERSONNEL

## POLITICAL ACTIVITIES FOR STAFF

Schools must remain impartial on political issues and campaigns. However, the Board does recognize that its employees have all of the fundamental civic privileges and responsibilities enjoyed by all citizens including campaigning for an elective office and holding an elected or appointed public office. The Board also recognizes that its employees have rights in the area of labor relations including the right to organize and to express their views on matters affecting terms and conditions of employment.

These rights must be balanced with the Board's responsibility to maintain impartiality so that the educational process is not disrupted or influenced by political or partisan issues.

So that this mandatory impartiality may be attained:

- All employees are prohibited from active campaigning on school property when students are present, in support of any candidate for local, state, or national office or from actively promoting any position on voting issues in school district, municipal, state or national elections.
- All employees are prohibited from engaging in any activity in the presence of students during the performance of the employees' assigned duties, which activity is intended or designed to promote, further or assert a position on any school district, municipal, state or national election, or collective bargaining issue. This prohibition shall not apply to conduct during meetings of voluntary political student organizations such as democratic or republican clubs.
- All employees are prohibited from wearing any apparel or buttons in the presence of students during the performance of the employees' assigned duties, which apparel or buttons are intended or designed to promote, further or assert a position on school district, municipal, state or national election, or collective bargaining issue, the wearing of which the Board determines to carry a reasonable risk of interfering with the performance of the employees' assigned duties and the educational process.

Violations of the policy may result in disciplinary action.

### LEGAL REFERENCE:

Green Tp. Educ. Assoc. v. Rowe, 328 N.J. Super. 525 (App.Div.2000)  
N.J.S.A. 19:34-15, Prohibition against Electioneering  
N.J.S.A. 18A:6-8-4, Right to Hold Elective Office  
N.J.S.A. 18A:11-1, General Powers  
N.J.S.A. 2C:27-1 et seq., Bribery and Corrupt Influence

DATE ADOPTED: January 14, 1975    DATE REVISED: November 17, 2004