

# POLICY

## SOUTH ORANGE MAPLEWOOD BOARD OF EDUCATION

Support Staff  
4233/Page 1 of 22  
POLITICAL ACTIVITIES

### 4233 POLITICAL ACTIVITIES

The Board of Education recognizes and encourages the right of all citizens, including school employees, to engage in political activity. However, the Board prohibits the use of school ~~premises-grounds~~ and school time for ~~partisan~~ political purposes.

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The Board establishes the following guidelines to govern all support staff members in their political activities.

1. An employee shall not engage in political activity on school premises unless permitted in accordance with Board Policy 7510-Use of School Facilities and/or applicable Federal and State laws;
2. An employee shall not post or di-splay political circulars or petitions on school ~~premises-grounds~~ nor distribute such circular-s or petitions to students nor solicit campaign funds or campaign workers on school ~~premisesgrounds~~.
3. An employee shall not di-splay any material that would tend to promote any candidate for office on an election day ~~in @on~~ school ~~facility-grounds~~ that ~~is~~ are used as a polling place.
4. An employee shall not engage in any activity in the presence of students manner, including but not limited to the wearing of buttons, display or promote a position of a collective bargaining issue or political issue while in the presence of students on school ~~premises-grounds, is intended and/or designed to promote, further or assert a position(s) on labor relations issues~~ or during school sponsored events or activities.

An employee of this district who is a member of the Senate or General Assembly of the State of New Jersey shall be entitled to time off from school district duties, without loss of pay, during the periods of ~~his/her~~ the support staff member's attendance at regular or special sessions of the legislature and hearings or meetings of any legislative committee or commission.

An employee of this district who is a member of the Board of ~~Chosen Freeholders~~ County Commissioners of any county of New Jersey shall be entitled to time off from ~~his/her~~ the support staff member's duties without pay, during the periods of ~~his/her~~ the support staff member's attendance at regular or special meetings of the Board and of any committee thereof and at such other times as ~~he/she~~ the support staff member shall be engaged in



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Support Staff  
4233/Page 2 of ~~22~~  
POLITICAL ACTIVITIES

performing the necessary functions and duties of his/her office as a member of the Board of ~~County Commissioners~~.

No other employee who holds elective or appointive office is so entitled to time off, except as such time off may be provided for by Board policy or negotiated agreement.

The provisions of this ~~P~~policy do not apply to the conduct of employee representative elections, ~~except as proscribed by Board policy~~.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or student.

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Adopted: 3 November 2003

Revised:

First Reading: March 21, 2022

Second Reading: April 18, 2022

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