PREAMBLE

The Board recognizes the importance of school employees being informed of and involved with community, civic, and political affairs and encourages them to do so. Such activity should not, however, materially or substantially interfere with school activities or with the rights of other employees or students.

PURPOSE

This policy makes provision for nonschool practices and activities of employees while at school during normal school hours and at school-sponsored events or activities; seeks to maintain a school environment conducive to learning and the mission of the school(s), and to prevent unnecessary, material, or substantial disruption of the efficient operation of the school(s). It is the expressed intent of the Board that any interpretation or application of this policy not contravene DGA(LEGAL), Texas Education Code 21.407(b), or other state or federal laws.

LIMITATIONS ON PERMITTED ACTIVITIES

An employee's participation in community, political, or employee organization activities shall be entirely voluntary and shall not:

1. Interfere with the employee's performance of assigned duties and responsibilities.
2. Result in any political or social pressure being placed on students, parents, or staff.
3. Involve trading on the employee's position or title with the District.
4. Contravene or violate the Code of Ethics and Standard Practices for Texas Educators. [See DH(EXHIBIT)]

PROHIBITED ACTIVITIES

Employees are expressly prohibited from:

1. Soliciting or collecting funds and/or soliciting campaign workers except during duty-free periods and in locations other than the classrooms or hallways of the school.
2. Involving students in nonschool activities without the consent of the parents or as otherwise expressly authorized by Board policies.

Employees shall not engage in the above described activities in the classroom during scheduled classes of students or in the school's hallways or other common areas during normal school hours or while the employee is on duty.

LIMITATIONS ON PROHIBITED ACTIVITIES

No provision hereof shall be construed so as to prevent:

1. Disseminating factual information concerning school tax and/or bond elections; or

2. Discussing or studying government, history, social studies, politics, political systems, or political issues in class or with students when such study or discussions, and the subjects thereof, are academically appropriate and in accordance with the curriculum or relate to the essential knowledge and skills thereof.

USE OF DISTRICT FACILITIES

Organizations representing professional, paraprofessional, or support employees may use District facilities with prior approval of the appropriate administrator. Other groups composed of District employees may use District facilities in accordance with policy GKD.