



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPICS First Reading of Policy DGA (LOCAL) – Employee Rights and Privileges – Freedom of Association

SUBMITTED BY: Juan Cruz OF School Attorney

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: August 13, 2014

RECOMMENDATION:

It is recommended that the Board of Trustees approve First Reading of Policy DGA (LOCAL) – Employee Rights and Privileges – Freedom of Association.

RATIONALE:

BUDGETARY INFORMATION:

BOARD POLICY REFERENCE AND COMPLIANCE:

EMPLOYEE RIGHTS AND PRIVILEGES
FREEDOM OF ASSOCIATION

DGA
(LOCAL)

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.

**POLITICAL
MATERIALS IN THE
CLASSROOM**

School personnel shall not influence a student's selection of a particular candidate or position on a ballot issue. Classroom teachers shall not give points or grades to students for participation in political campaigns, either national, state or local. School personnel should refrain from inviting speakers running for political office during the preceding months prior to the election. Speakers should be invited to school campuses or departments if the role of the speaker is to enhance the educational objectives of the District; or contribute to the essential functions of District operations; receive a recognition or award for their service to the school community. School personnel must obtain the approval of the campus administrator or department director, at least, one week prior to the date of the speaker's speech at a school or department.

**NON-DISTRICT
AWARD
RECOGNITION**

**REQUESTS TO
PARTICIPATE IN
POLITICAL ACTIVITIES**

United ISD employees acting as a representative of the District shall not participate in political activities without written approval of the Superintendent. Such activities shall be defined to include:

1. **Communication with any member of a legislative body.**
2. **Communication with any government official or employee who is participating in the formulation of legislation.**
3. **Attempts to affect the opinions of the general public.**

Legislative bodies shall be defined to include, but not be limited to:

1. **The Congress of the United States**
2. **The Texas Legislature**
3. **Committees and sub-committees of those bodies**
4. **The State Board of Education**
5. **County Commissioner's courts**

6. City Councils

7. Boards of Trustees for School Districts.

Requests to participate in such activities during District work hours shall be submitted in writing by employees and require the approval of the immediate supervisor and associate superintendents prior to submission to the Superintendent's office. Requests shall contain the following information:

- 1. A description of the nature of the specific activity.**
- 2. The position to be presented.**
- 3. The employee's role in participating.**
- 4. The dates and hours of the participation.**

Fully or partially federally funded employees shall not be approved to participate in political activities during times that their salary is being paid from federal funds.

**PERSONAL OR
PARTISAN POLITICAL
PARTICIPATION**

State and federal laws restrict the use of public monies for partisan political purposes, including school bond elections. District employees may not undertake partisan political activities during working hours or use District materials, supplies, e-mail, or other resources to promote political candidates or causes.

Employees shall not have campaign materials in the classroom or office and may not wear clothing or badges supporting a political candidate or political position while at work.

Campaign stickers are allowed on vehicles of employees employed at a campus or department, but the District will not allow vehicles onto its premises that display or carry signs that are not affixed to a window or bumper of a vehicle.

Employees may use personal leave days, vacation days, or leave without pay to participate in political activities as a private citizen. In no way, should this participation be construed to represent the USD position.

**POLITICAL
MATERIALS**

Materials that contain political endorsements or political advertising or solicitation may not be posted in District facilities.

Furthermore, distribution of campaign literature or active promotion of political candidates shall not be permitted on school property at any time, including weekends. Campaign literature shall include, but not be limited, to push cards, T-shirts, and Caps .