

**Spearfish School District 40-2
4000 Personnel**

Board Policy

Code: 4365/1110

POLITICAL ACTIVITIES OF THE SCHOOL DISTRICT EMPLOYEE

The school board recognizes that employees of the district have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning (running) for elective public office and holding an elective or appointive public office.

An employee who intends to campaign (run) for an elective public office must inform the superintendent by submitting a letter of intent. An employee who has been elected to a public office will be granted political leave in compliance with SDCL 13-43-15.1.

An employee who has been appointed to a public office or has an opportunity to work in a political activity, will apply in writing to the superintendent for such leave and will discuss with the superintendent the terms and conditions of continued employment.

If on political leave, the employee will be able to return to a position within the district when the political activity ceases.

At the next regular board meeting, after receiving the letter of intent or written application, the superintendent will present a recommendation to the board for consideration of whether or not the activity proposed by the employee is compatible with the time requirements for fulfilling the employee's responsibilities to the district.

Within ten (10) days of the superintendent's recommendation to the board, the board will provide the employee with a written answer to the request, including salary arrangements. This will take place at least five (5) days before any public announcement of such political activity is made by the employee.

No employee will use school system facilities, equipment, or supplies for campaigning, nor will the employee use any time during the working day for campaigning purposes.

Adopted	<u>June 16, 1975</u>
Revised	<u>January 12, 1987</u>
Revised	<u>November 9, 1992</u>
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Reviewed	<u>January 9, 2012</u>
Reviewed	<u>March 2016</u>
Reviewed	<u>December 2019</u>
Reviewed	<u>January 9, 2023</u>