

PERSONNEL

File: GBG-R

STAFF PARTICIPATION IN POLITICAL ACTIVITIES

While employees are encouraged to exercise their rights as citizens to participate in political activities, employees shall not use their position with Charlottesville City Schools to promote or denounce any political candidate or cause.

1. If any staff member wants to invite any political candidate or representative of a campaign to visit a CCS school, the staff member must first request and receive approval from the Superintendent or designee. If one candidate is invited, all other candidates for any specific election must be included.
2. Parents must receive notification that the candidates will be visiting the school and the type of event that will be held. Parents will have the right to opt-out for the student to attend.
3. The school shall provide an educationally appropriate setting for any students whose parents have chosen for the students to opt out of the political event.
4. Teachers who are including information about political activities as a part of the instructional program must display political information in the classroom for all candidates or points of view.
5. Some activities will not be acceptable for employees. An employee may not:
 - use his or her position within the school division to further a political cause;
 - engage in any activity supporting or opposing a candidate or political party while on duty, while on school property during school hours, or while representing the school division;
 - suggest in any manner that the school division or any component of it supports or opposes a candidate for election to any office; or
 - use any school division property to engage in any activity supporting or opposing a candidate for public office or a political party without the approval of the Superintendent or designee.
6. Distribution of partisan (political) materials is not permitted in or on school property. There are two exceptions:
 - A. when done in connection with a nonschool use of the property as provided in Policy KG or its regulations
 - B. on election day at those school which are used as voting precincts provided that at such schools such distribution shall not conflict with the Code of Virginia related to distribution of election materials.

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Legal References: Code of Virginia, 1950, as amended, Sections 22.1-70, 22.1-1-78