

Staff Guidance Regarding Political Measures or Elections

The purpose of this document is to provide guidance to Molalla River School District staff members on appropriate conduct in relation to school bond/bond measures, political elections or other political activity.

With the upcoming bond measure on the May ballot we felt it timely to share the following helpful do's and don'ts for district employees during this election season.

Do's and Don'ts for District Employees and School bond Measures

The bottom line: Always stick to the facts when talking about the bond during work hours. Maintain a distraction-free educational environment during work hours.

1. During work hours you can NOT:

- Tell people how to vote.
- Use district resources to advocate for a position on the bond vote (email, computers, etc).
- Distribute advocacy materials.

2. During work hours you CAN:

- Describe the impact of the bond in factual terms.
- Distribute educational materials produced by the District.
- Use district resources to distribute educational materials (email, computers, etc).
- Wear buttons or pins expressly advocating a position on the bond as long as it does not interfere with normal work activities.

3. After work hours or on your break/lunch you CAN:

- Engage in campaign activities in support or opposition to the bond.
- Use your title and position in advocacy materials (i.e. teacher at X school, Principal at Y school) but your opinions should not be attributed to the district.
- Give presentations on behalf of the campaign but you should announce that you are speaking as an individual, not as a spokesperson for the school district.

Reference for restrictions on political campaigning for public employees:

District Policy:

- <https://policy.osba.org/mriver/G/GBG%20D1.PDF>

OSBA:

- http://www.osba.org/Resources/Article/Bonds/Elections-Election_Dos_and_Donts_for_Public_Officials.aspx
- http://www.osba.org/Resources/Article/Bonds/Elections-Roles_and_Responsibilities_in_a_Bond_Election_Campaign.aspx

Secretary of State:

- <http://sos.oregon.gov/elections/Pages/laws-rules.aspx>
- <http://sos.oregon.gov/elections/Documents/restrictions.pdf>
- http://sos.oregon.gov/elections/Documents/260.432_quickref.pdf