

**STAFF PARTICIPATION IN POLITICAL ACTIVITIES AND LEVY CAMPAIGNS**

Employees shall not use district resources or time during their workday to: (a) promote the nomination, election, or defeat of a candidate for public office; (b) promote the passage or defeat of a ballot issue or question, including a school levy or bond issue; or (c) otherwise influence voters in an election.

Notwithstanding the foregoing, employees may, in accordance with Ohio law, attend a public meeting during regular work hours for the purpose of presenting information about school finances and activities and Board actions, even if the purpose of the meeting is to discuss or debate the passage of a school levy or bond issue.

Any employee who intends to campaign for an elective public office shall notify the Superintendent at the earliest possible moment of the office in which he or she intends to seek, together with the decision as to whether he or she wishes to continue employment and under what terms and conditions. Upon request, the Superintendent will meet with and discuss concerns with the employee involved, and will present proposed solutions for consideration. The essential element to be determined is whether the activities proposed by the employee are consistent with his/her services to the district and the best interests of education. The employee shall not campaign for office during the employee's work day. The Board and administration shall ultimately determine the terms and conditions under which the employee may continue his/her employment as he/she seeks or holds such elective office.