

EMPLOYEE RIGHTS AND PRIVILEGES: DGA (R)  
ASSOCIATION AND PARTICIPATION

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REQUESTS TO  
PARTICIPATE IN  
POLITICAL ACTIVITIES

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NEISD 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/CFO 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 may 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.

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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 NEISD position.

POLITICAL MATERIALS

Materials that contain political endorsements or political advertising or solicitation may not be posted in District facilities. Distribution of political materials on school property shall be permitted only in accordance with GKDA (LOCAL).

EXCEPTION

Political materials that are brought into content-appropriate classrooms for the specific purpose of instruction shall be permitted provided they reflect multiple candidates and/or points-of-view.

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