Missoula County Public Schools

PERSONNEL 5223

Political Activity

The District recognizes its employees' rights of citizenship, including, but not limited to, engaging in political activities. A District employee may seek an elective office, provided the employee does not campaign on school property during working hours, and provided all other legal requirements are met. An employee elected to office is entitled to take a leave of absence without pay, as provided by Montana law.

Employees may not, in or on District property, attempt to coerce, command, or require another to support or oppose any political committee, the nomination or election of any person to public office, or the passage of a ballot issue. Employees may not solicit support for or in opposition to any political committee, the nomination or election of any person to public office, or the passage of a ballot issue, while on the job or in or on District property. Employees may not use the District's electronic communication system for political activity, except as permitted by law.

Legal References:	5 USC 7321, et seq.	Hatch Act
	§ 2-18-620, MCA	Mandatory leave of absence for employees holding public office - return requirements
	§ 13-35-226, MCA	Unlawful acts of employers and employees

Policy History:
Approved at Personnel, Negotiations and Policy Committee on March 25, 2015 and posted for public comment.
Adopted on: May 12, 2015