



# Waconia Public Schools

## Guidelines for Political Speech & Activities

As you know, we live and work in a politically charged environment. As we work through a variety of political issues, ranging from elections to collective bargaining, we thought it would be helpful for employees to receive clear guidance on some types of conduct that is prohibited and some types of conduct that is permitted on school property.

### Permissible Conduct

When employees are not acting pursuant to their job duties and are outside the presence of students at school, employees are free to express their personal views on politics and may display political messages or engage in political advocacy as long as they do not use any school district resources to do so and do not violate any laws or school board policies. For instance, while in the staff lounge during a duty-free meal break, employees may wear buttons expressing their support for or opposition to a political issue and may openly discuss their views on political matters, including support for or opposition to a public union, so long as employees do so in a manner that does not violate the law or any school district policy prohibiting harassment or discrimination.

In accordance with District Policy 524, unions may communicate with their bargaining unit members using their school email addresses regarding collective bargaining, the administration of collective bargaining agreements, the investigation of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the union.

Unions may meet with their members in facilities owned or leased by the District regarding collective bargaining, the administration of collective bargaining agreements, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the union, but the use must not interfere with District operations, and the union must comply with applicable District policies and security protocols.

### Prohibited Conduct

While at school in the presence of students during the duty day, employees may not express their personal views on political matters or display political messages on attire, buttons, signs, or other materials.

While at parent-teacher conferences, employees may not express their personal views on political matters or display political messages on attire, buttons, signs, or other materials.

In accordance with District Policy 524, while using a District email account, employees may not express their personal views on political matters, display political messages, or communicate with students or parents about collective bargaining matters.

Employees may not have any statements on email indicating that their “contract time” is limited to a specific eight-hour block. Similarly, employees may not have any statement indicating that they are working without a contract on their email. An example of a statement you could have on your email would be “My typical work hours are Monday-Friday, X a.m. to X p.m.” This additional information should be placed at the bottom of an employee’s branded email signature in a color that is in accordance with the District’s Brand Guidelines, which can be found on the Communications Department website.

Employees, acting individually or on behalf of a group, may not hold rallies or protests on school property without complying with applicable policies such as District Policy 902. The District adheres to all constitutional rights regarding speech or assembly on public property.