

SMYRNA SCHOOL DISTRICT

POLICY

Section:	4000	Office Responsible:	Human Resources
Policy:	4101 Political Activity		
Related Policies:			

I. Purpose

The Smyrna School District recognizes the right of its employees, as citizens, to engage in lawful political activity. Participating in these activities must be conducted on the employee's own time and should in no way suggest district support and shall not use district resources. The purpose of this policy is to detail the expectation of district employees with respect to campaigning and other political activity during work hours on district property or at school-sponsored events.

II. Authority

Delaware Code, Title 14 §1049, Policy Making

III. Definitions

- **District property** – buildings and grounds owned or operated by the Smyrna School District.
- **Political activity or campaigning** – actively soliciting votes for a candidate for public office, whether by the candidate or someone on behalf of the candidate. This can take the form of speech, apparel, or distribution or posting of literature, signs, or other information.
- **School-sponsored event** – any district activity, whether held on or off school property, in which a student directly participates (e.g. field trips, athletic events, graduation), or in which the student does not directly participate but represents the school or student body by simply being present (e.g. spectator at school event).

IV. Policy

- A. The following political activities are prohibited from being performed while on-duty:
1. Campaigning
 2. Counting or recounting votes
 3. Circulating petitions
 4. Soliciting votes or contributions at any time in any working area of Smyrna School District property
 5. Conducting or participating in opinion polls
 6. Fundraising


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- B. Employees may not use district equipment or resources, including electronic resources, for making, copying, or distributing political materials or messages.
- C. Nothing in this Policy shall prevent employees from engaging in conduct or speech otherwise protected by law, or outside of their workday.
- D. On Election Day (primary and general), employees may, on their own time, engage in campaigning and other political activities even if such polling location is on district property, so long as they are not violating the requirements of Delaware election law by doing so at an official polling place or with the prohibited zone surrounding the polling place.
- E. Employees who hold elective or appointive office are not entitled to time off from their district duties for reasons related to such offices, except as such time may qualify under the leave policies or the applicable collective bargaining or other employment agreement.
- F. The district believes the election of a school board member is a process that must be decided by the public without the undo and improper influence of district employees acting in their official capacities or during the workday. Candidates for the school board will have the same rights afforded to any parent or member of the community, including the right to ask for any publicly available information. Any tours or appearance in or around school owned property will not be conducted unless all candidates are informed in a timely manner of such events prior to the events taking place. In all events, district employees may not assist any candidate during the workday or after school activities and may not identify or promote themselves as representing the district.
- G. Violation of this Policy shall constitute cause for disciplinary action in accordance with established disciplinary procedures and/or Collective Bargaining Agreements, where applicable.

Harassment of co-workers, customers or vendors regarding political preferences will not be tolerated.

Board Approval Acknowledged by:



Christine Malec, President
Smyrna School District Board of Education

Policy Actions

Adopted: 06/16/1999

Revised: 1/15/2025