

1 **Charlo Public School District**

2  
3 **PERSONNEL**

5224

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5 Political Activity

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7 The Board recognizes its employees' rights of citizenship, including, but not limited to, engaging  
8 in political activities. A District employee may seek an elective office, provided the employee  
9 does not campaign on school property during working hours, and provided all other legal  
10 requirements are met. The District assumes no obligation beyond making such opportunities  
11 available. An employee elected to office is entitled to take a leave of absence without pay, in  
12 accordance with the provisions of § 2-18-620, MCA.

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14 No person, in or on District property, may attempt to coerce, command, or require a public  
15 employee to support or oppose any political committee, the nomination or election of any person  
16 to public office, or the passage of a ballot issue.

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18 No District employee may solicit support for or in opposition to any political committee, the  
19 nomination or election of any person to public office, or the passage of a ballot issue, while on  
20 the job or in or on District property.

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22 Nothing in this policy is intended to restrict the right of District employees to express their  
23 personal political views.  
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27 Legal Reference:      5 USC 7321, et seq.      Hatch Act  
28                              § 2-18-620, MCA              Mandatory leave of absence for employees holding  
29    public office – return requirements  
30                              § 13-35-226, MCA              Unlawful acts of employers and employees  
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32 Policy History:

33 Adopted on:

34 Revised on: