



Greater Albany Public Schools

Bond Measure for School Repairs, Crowding and Vocational Programs

Restrictions on Political Campaigning by Public Employees

Public employees, such as teachers, administrators and other education staff, must follow specific rules during political elections, such as school bond measures.

This is a quick reference guide to the basic restrictions on political campaigning by public employees. A more comprehensive, detailed document can be found on the Oregon Secretary of State's Elections Division website: <http://sos.oregon.gov/elections/Documents/restrictions.pdf>

Generally, ORS 260.432 states that a public employee may not, while on the job during working hours, promote or oppose election petitions, candidates, political committees or ballot measures. Additionally, no person (including elected officials) may require a public employee (at any time) to do so.

Prohibited Activities

A public employee, while on the job during work hours, **may not**:

- Prepare or distribute written material, post website information, transmit emails or make a presentation that advocates for or against a political position.
- Collect funds, prepare filing forms or correspondence on behalf of political committees.
- Make outgoing calls to schedule or organize campaign events or other political activity on behalf of a political committee.
- Grant unequal access to public facilities to political committees.
- Direct other public employees to participate in political activities when in the role of a supervisor.
- Draft, type, format or edit a governing body's (i.e., school board) resolution that advocates a political position (except to conform the resolution to a standard format).
- Prepare or give recommendations to the governing body urging which way to vote on such a resolution.
- Sign such a resolution.
- Announce the governing body's position on such a resolution to the media.
- Include the governing body's position on such a resolution in a jurisdiction's (school district's) newsletter or other publication.

Allowable Activities:

A public employee, while on the job during working hours, **may**:

- Prepare or distribute **impartial** written material or make an **impartial** presentation that discusses election subjects.
- Perform standard job duties, such as taking minutes at a public meeting, maintaining public records, opening mail, inserting a proposed resolution into a board agenda packet.
- Impartially** advise employees about possible effects of a measure, but not threaten them with financial loss to vote a particular way.
- Address election-related issues while on the job **in a factual and impartial manner** if such activity is legitimately within the scope of normal duties.
- Prepare **neutral, factual** information for a governing body to use in determining what position to take on an issue.
- In a clerical manner, incorporate amendments into a finalized version of a governing body's resolution.
- Respond to public records requests for information, even if the material advocates a political position.
- Wear political buttons subject to applicable employee policies.
- A public employee, on off duty time, may send letters to the editor that advocate a political position and may participate in other lawful political activities, including campaign committees.*