

3210 Political Activities

Policy 3210

STATUS: ADOPTED

POLITICAL ACTIVITIES - ALL EMPLOYEES

Board Approved and Codified: September 9, 1985

Last Revised: June 19, 2013, January 21, 2026; March 11, 2026

Description:

School District #59 employees are expected to assume full responsibilities of citizens living in a democracy. These may include voting, or refraining from voting; discussing the social, political and economic issues of the day in public meetings; supporting candidates; accepting appointment or elected public office; or holding office in political parties - provided that the employees' duties and responsibilities to the Board are not affected in any way. District employees take such actions as individuals and not as representatives of the school district.

However, all employees have a duty of loyalty to the school district as their employer. The duty of loyalty requires employees, irrespective of political preferences or affiliations, to serve the school district to the best of their ability. Employees must, in the conduct of their duties, instill confidence and trust, and must not impugn the reputation of the school district.

School district employees are free to comment on public issues but must exercise caution to ensure, that by doing so, they do not jeopardize the perception of impartiality in the performance of their duties. For this reason, care should be taken in making comments or entering into public debate regarding school district policies. Employees must not use their position in the school district to give added weight or credibility to their personal opinions.

In the event that a teacher's instruction includes a discussion on political issues or parties, it is incumbent on the teacher to ensure all major political perspectives are represented.

Visitations by elected members of the provincial or federal legislatures are to be balanced by inviting representatives of other major political parties to the school to provide opportunities for rebuttal and to present the full spectrum of political thought.

Leave of Absence for Political Activity

The Board recognizes the right of district employees to campaign as a candidate for and to hold political office. Leave of absence for those purposes will be granted according to the regulation 3210.

POLITICAL ACTIVITIES - ALL EMPLOYEES

Board Approved and Codified: May 20, 1986

Last Revised: June 19, 2013, January 21, 2026; March 11, 2026

Description:

Staff

Staff should consider the responsibility they have towards their students and the students' legitimate expectation of a consistent staff-learner relationship. Bearing two factors in mind, the superintendent may, upon application, grant a staff member a leave of absence without pay:

For Campaigning

Maximum leave without pay allowable will be:

- For federal and provincial election campaigns - a continuous period of 30 days;
- For municipal election to council - 5 days;
- For mayor election - 10 days.

If Elected

Leave of absence without pay will be granted to a:

- Member of Parliament - for the periods of time that parliament is in session including travel and fulfillment of parliamentary duties, for the duration of time sitting in elected office;
- Member of Legislative Assembly - for the periods of time that the legislature is in session including travel and fulfillment of parliamentary duties, for the duration of time sitting in elected office;
- Councillor - for council or formal meetings, but only under circumstances where staff-learner relationship will not be seriously affected;
- Mayor - for term of office.