

School Board

Prohibited Political Activities

Prohibitions

1. No officer or employee of Oak Grove School District 68 shall intentionally perform any prohibited political activity during any compensated time, as defined herein. No officer or employee shall intentionally use any property or resources of the District in connection with any prohibited political activity.
2. At no time shall any officer or employee intentionally require any other officer or employee to perform any prohibited political activity:
 - a. as part of that officer or employee's duties,
 - b. as a condition of employment, or
 - c. during any compensated time off (such as holidays, vacation or personal time off).
3. No officer or employee shall be required at any time to participate in any prohibited political activity in consideration for that officer or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise, nor shall any officer or employee be awarded additional compensation or any benefit in consideration for his or her participation in any prohibited political activity.
4. Nothing in this Policy prohibits activities that are permissible for an officer or employee to engage in as part of his or her official duties, or activities that are undertaken by an officer or employee on a voluntary basis which are not prohibited by this Policy.
5. No person in a position the salary for which is paid in whole or in part by federal funds and that is subject to the Federal Standards for a Merit System of Personnel Administration applicable to grant-in-aid programs, shall be denied or deprived of employment or tenure solely because he or she is a member or an officer of a political committee, of a political party, or of a political organization or club.

Definitions

For purposes of this Policy, the following terms shall be given these definitions:

“Campaign for elective office” means any activity in furtherance of an effort to influence the selection, nomination, election, or appointment of any individual to any federal, State, or local public office or office in a political organization, or the selection, nomination, or election of Presidential or Vice-Presidential electors, but does not include activities:

1. Relating to the support or opposition of any executive, legislative, or administrative action
2. Relating to collective bargaining
3. That are otherwise in furtherance of the person's official duties

“**Candidate**” means a person who has filed nominating papers or petitions for nomination or election to an elected office, or who has been appointed to fill a vacancy in nomination, and who remains eligible for placement on the ballot at a regular election, as defined in Section 1-3 of the Election Code (10 ILCS 5/1-3).

“**Collective bargaining**” has the same meaning as that term is defined in Section 3 of the Illinois Public Labor Relations Act (5 ILCS 315/3).

“**Compensated time**” means, with respect to an employee, any time worked by or credited to the employee that counts toward any minimum work time requirement imposed as a condition of his or her employment, but for purposes of this Policy, does not include any designated holidays, vacation periods, personal time, compensatory time off or any period when the employee is on a leave of absence. With respect to officers or employees whose hours are not fixed, “compensated time” includes any period of time when the officer is on premises under the control of the Cooperative and any other time when the officer or employee is executing his or her official duties, regardless of location.

“**Compensatory time off**” means authorized time off earned by or awarded to an employee to compensate in whole or in part for time worked in excess of the minimum work time required of that employee as a condition of his or her employment.

“**Contribution**” has the same meaning as that term is defined in Section 9-1.4 of the Election Code (10 ILCS 5/9-1.4)

“**Employee**” means a person employed by the District, whether on a full-time or part-time basis or pursuant to a contract, whose duties are subject to the direction and control of an employer with regard to the material details of how the work is to be performed, but does not include an independent contractor.

“**Leave of absence**” means any period during which an employee does not receive:

1. compensation for employment,
2. service credit towards pension benefits, and
3. health insurance benefits paid for by the employer.

“**Officer**” means a person who holds, by election or appointment, an office created by statute or ordinance, regardless of whether the officer is compensated for service in his or her official capacity.

“**Political activity**” means any activity in support of or in connection with any campaign for elective office or any political organization, but does not include activities:

1. relating to the support or opposition of any executive, legislative, or administrative action,
2. relating to collective bargaining, or
3. that are otherwise in furtherance of the person’s official duties.

“**Political organization**” means a party, committee, association, fund, or other organization (whether or not incorporated) that is required to file a statement of organization with the State Board of Elections or a county clerk under Section 9-3 of the Election Code (10 ILCS 5/9-3), but only with regard to those activities that require filing with the State Board of Elections or a county clerk.

“Prohibited political activity” means:

1. preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event,
2. soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event,
3. soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution,
4. planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question,
5. surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question,
6. assisting at the polls on election day on behalf of any political organization or candidate for elective office or for or against any referendum question,
7. soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls,
8. initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question,
9. making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office,
10. preparing or reviewing responses to candidate questionnaires,
11. distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question,
12. campaigning for any elective office or for or against any referendum question,
13. managing or working on a campaign for elective office or for or against any referendum question,
14. serving as a delegate, alternate, or proxy to a political party convention, or
15. participating in any recount or challenge to the outcome of any election.

Enforcement

Complaints alleging violations of this Policy may be filed with and considered by the District Ethics Commission.

Officers or employees violating this Policy may be subjected to appropriate discipline, including but not limited to the following: reprimand or notice to remedy; directive to cease and desist the volatile action; dismissal or suspension from employment; and notification to appropriate law enforcement officials.

LEGAL REF.: 5 ILCS 430/1-1 *et seq.*

CROSS REF.: 2:105 (Policy on the Ban on Receipt of Gifts), 2:107 (Policy on Ethics Commission), 2:108 (Policy on Ethics Officer)

ADOPTED: August 16, 2004