

## STAFF POLITICAL ACTIVITIES

The Board recognizes that employees of the Seven Oaks School Division have the same fundamental responsibilities and privileges as other citizens. Among these are campaigning for and holding elective public office. In that regard, the Board sets out the following guidelines.

### **Federal (Member of Parliament) and Provincial (Member of the Legislative Assembly)**

1. Should a staff member be elected to either the office of Member of Parliament or Member of the Legislative Assembly, a full time leave of absence for the duration of the electoral term must be taken. With the exception of any reference to the date of application for leave, such leave of absence will be granted by the Board in accordance with the Collective Agreement in effect between the employee organization and the Board. The leave must begin as soon as possible after the election or as mutually agreed between the employee and the Board.
2. Should a staff member, who has received a leave for the holding of office as outlined above, choose to seek political office for a second time and is successful in that endeavour, no further leave of absence will be granted unless the initial term of office was eighteen months or less. If unsuccessful, the staff member may return to a position at a time mutually agreeable to him/her and the Board, but no later than the next logical school break. \*

### **Civic and School Board**

1. Members of the teaching staff are covered by Article 6.12 of the Collective Agreement between the Seven Oaks Teachers' Association and the Board.
2. Should a non-teaching employee be elected to the office of City Councillor, Municipal Councillor or School Trustee, it will not be necessary for him/her to take a full time leave of absence. Should the employee choose to remain on staff, time missed from School Division duties to attend to such political obligations will be at loss of pay on a per diem or semi per diem basis as the case may be. If the employee wishes to take a leave of absence (either full or part time) said leave may be given by the Board in accordance with the appropriate Collective Agreement.

### **Campaigning for Nomination and/or Election**

Time off to campaign for any elected office will be given on a per diem basis with deduction from salary for each day missed from divisional duties. Unless a day off has been taken for such reasons, no campaigning will be permitted during normal school hours.

Should an employee wish time off for some length for the purpose of campaigning for provincial or federal office, s/he should apply for a leave of absence for that period of time.

**Limit on Number of Days to be Missed**

No employee will receive permission to miss more than 12 full days during a school year (combined) for the purposes of campaigning for or holding municipal office. Campaigning for or holding office as a Member of the Legislative Assembly or Member of Parliament requires approval by the Board for the appropriate leave of absence.

The Board reserves the right to be the final judge of any disagreement in the interpretation of this policy.

- \* Logical School Breaks are defined as the beginning of the fall term, the first day of school after the Winter break (for elementary and junior high school teachers) or the first day of the second semester (for high school teachers).