



## Administrative Procedure 411

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### STAFF PARTICIPATION IN POLITICAL ACTIVITIES

#### Background

It is the privilege of any employee of the District to offer themselves as a candidate for any public office for which they may be eligible.

#### Procedures

1. A potential candidate is to familiarize themselves with District procedures by consulting the Superintendent.
2. The District is charged with providing compulsory education and, in any case where, in the opinion of the Superintendent, the requirements of the public office would interfere with the carrying out of the duties of its employee, leave of absence must be obtained.
3. Full-time leave of absence will be granted, without pay, for the duration of the term of office. Upon application, part-time leave of absence may be granted at the pay rate of a substitute where no loss to the educational program results. Such absence shall not exceed one day per week unless otherwise authorized by the Superintendent.
4. On expiration of the leave of absence, the employee shall be re-engaged by the District but not necessarily in the same position that they formerly held.
5. Each application will be considered on its individual merits. Leave will be granted for the full term of office.

Reference: Sections 22, 65, 85 School Act  
Employment Standards Act  
Freedom of Information and Protection of Privacy Act  
Collective Agreements

Adopted: December 15, 2020