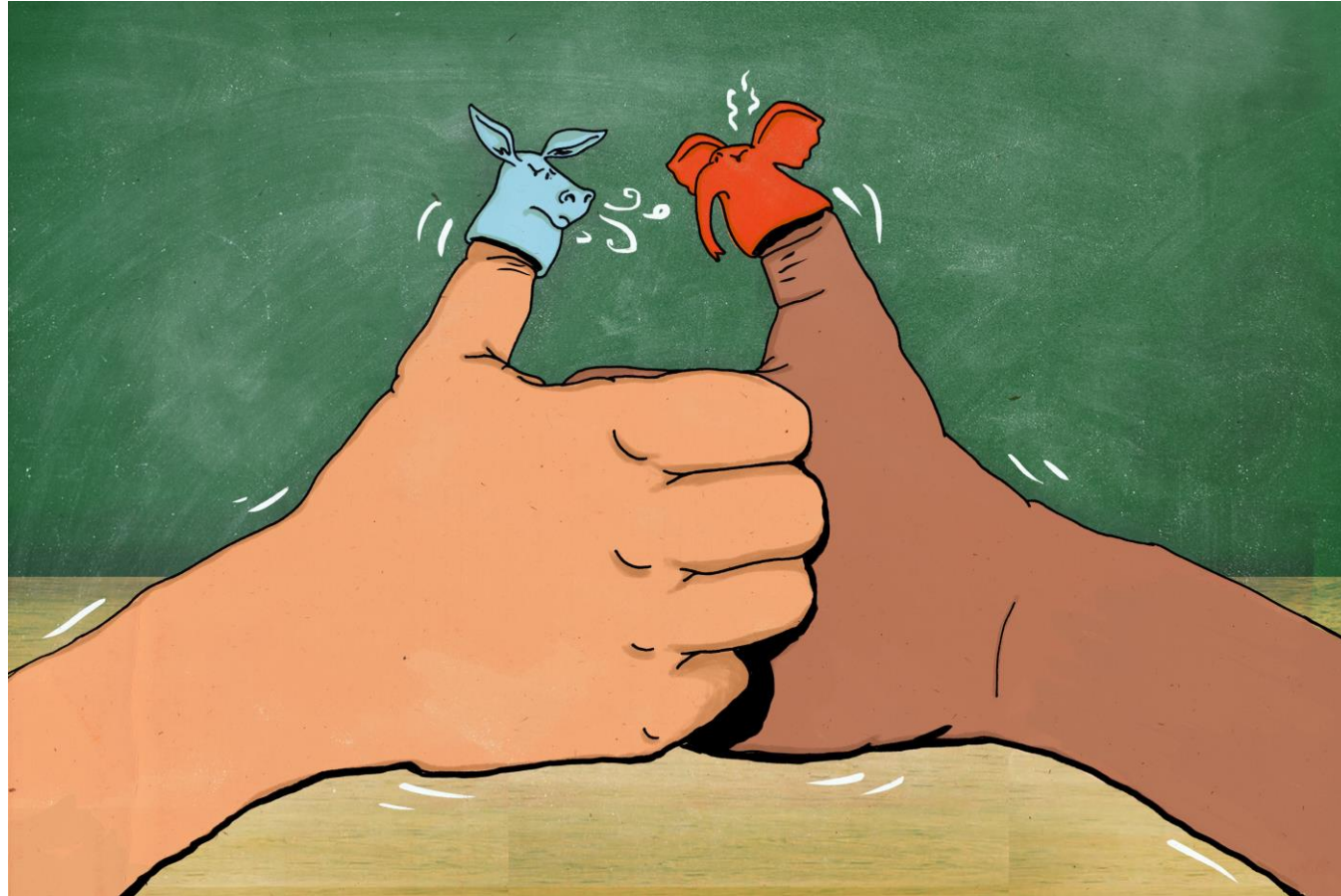


Politics in the Classroom... An HR Nightmare??



 **2024**
ANNUAL
CONFERENCE

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Introductions

Moderator:

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Speaker:

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Politics in the Classroom.....

“
Keeping politics out of
the classroom is like
keeping the water out of
rain.”

- Ms. Jen Schwanke
in Education Week Teacher



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Legal Protections - Staff

Educators First Amendment Rights

- What are they?
- Where do they begin and end?
- Actions that tip the balance towards the employees favor?

School Interest

- What is it?
- Where does it begin and end?
- Actions that tip the balance towards school's favor?



Legal Protections - Students

Student's First Amendment Rights

- What are they?
- Where do they begin and end?
- Actions that tip the balance towards the students favor?

School Interest

- What is it?
- Where does it begin and end?
- Actions that tip the balance towards school's favor?



Human Resource Do's and Don'ts

❑ HR Do's

- What are they?
- Where do they begin and end (Policy/Procedure)?
- Where is the “grey” area?

❑ HR Don'ts

- What are they?
- Where do they begin and end (Policy/Procedure)?
- Where is the “grey” area?



You Can't Do, Say, Wear or Imply that!

❑ Cool or not Cool?

- One teacher tells another “Your candidate is an idiot and should go back under the rock he/she came from”.
- A supervisor tells a direct report “If you don't support my candidate, I will make your job difficult”.
- One employee offers to drive another employee to a voting site.
- One employee offers to buy another employees dinner if they vote for his/her candidate.



Campaigning in Public Education

- ❑ Marches, Rallies and Protests
- ❑ Donating and Fundraising
- ❑ Petitions
- ❑ Civil Disobedience
- ❑ Disruptive or Disrespectful Speech



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What's Next??

- ❑ Employee - Know your rights and protections
- ❑ Employer - Know your policies and procedures
- ❑ Understand Consequences
- ❑ Be Courteous/Respectful



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Questions and Answers

We thank you for your time!



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