

SCHOOL BOARD EMPLOYEES RUNNING FOR PUBLIC OFFICE

The Lafayette Parish School Board recognizes that its employees have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office.

The Lafayette Parish School Board recognizes its responsibility and its employees' responsibility to the public to require that an employee's job functions or duties are not neglected as a result of said employee's seeking or holding public office.

Employees of the Lafayette Parish School Board desiring to seek public office will be governed by the following policy:

1. Employees will be allowed to seek and hold part-time public office. Included in the list of part-time public offices are City-Parish Council Members, Boards of Aldermen, Mayors of Lafayette Parish Municipalities excluding the City of Lafayette, Police Jury Members, Justices of the Peace and Constables. Any other part-time public office not defined herein shall be determined by the Lafayette Parish School Board.
2. Employees will be allowed to seek full-time public office but will not be allowed to hold full-time public office and continue to be an employee of the Lafayette Parish School Board. Included in the list of full-time public offices are Mayor of the City of Lafayette, Sheriff, Clerk of Court, Assessor and Registrar of Voters. Any other full-time public office not defined herein shall be determined by the Lafayette Parish School Board. An employee of the Lafayette Parish School Board cannot be a member of the Lafayette Parish School Board as per State Law.
3. Any employee qualifying for public office will notify the Superintendent in writing of having so qualified. No employee shall engage in campaigning during his normal working hours. If a request is made for a leave to campaign for public office and if the request for a leave is granted, it will be without pay.
4. If any employee seeks or is elected to any public office not specified in (1) or (2) above, the Lafayette Parish School Board will determine if said public office is full-time or part-time.
5. Once an employee has been elected to a part-time public office, he shall make an effort to have meetings, conferences or appointments related to his holding said public office scheduled before or after his normal working day.

However, if it is necessary for an employee to have meetings, conferences or appointments relating to his holding public office during his normal day, it will be the responsibility and duty of that employee to see that his job functions or duties are not diminished and that his job effectiveness is not reduced.

6. Should there ever be any reason to believe that after an employee is elected, he is neglecting his duties or is not performing his job satisfactorily as a result of holding public office, any member of the Lafayette Parish School Board or the Superintendent may request a hearing for subsequent recommendations to the Lafayette Parish School Board.
7. Candidates for public office may not distribute campaign literature to students or employees of the Lafayette Parish School Board during school hours and on school grounds.
8. Employees elected to part-time public office will be granted five (5) days or ten (10) half days of Civil Leave per fiscal year. After such time has been expended, an employee will be docked the salary of a substitute whether or not a substitute is needed for the time missed.

Adopted: 08/02/78
Revised: 10/21/98