

EMPLOYEE RIGHTS AND PRIVILEGES  
PERSONNEL-MANAGEMENT RELATIONS

DGB  
(REGULATION)

CAMPAIGNING

An organization that files to be on the ballot must adhere to the following rules regarding campaign procedures:

1. No campaigning of any type may take place during working hours, ~~i.e.:~~  
~~Education Center 8:00 a.m. 4:30 p.m.~~  
~~Teachers 8:15 a.m. 3:30 p.m.~~  
~~Transportation 6:30 a.m. 4:30 p.m.~~  
~~Food Service 7:00 a.m. 3:30 p.m.~~  
~~Maintenance (Education Center) 7:30 a.m. 4:30 p.m.~~  
~~Custodians 7:30 a.m. 5:00 p.m.~~  
~~Classified 8:00 a.m. 4:30 p.m. or as designated by school/department~~  
~~Paraprofessional 8:00 a.m. 4:30 p.m. or as designated by school/department~~
2. Campaigning literature may be displayed in site lounges or organizational bulletin boards.
3. Internal school mail, e-mail, mailboxes, telephones, fax machines, and school bulletin boards may not be used for campaign purposes.
4. Supervisory and/or administrative personnel shall not solicit or encourage support for a particular organization and shall not otherwise participate or be involved in the election process except as required to facilitate the election process as directed by the Superintendent.
5. Employees wishing to wear badges, campaign buttons, or similar items may do so provided they do not otherwise solicit support for an organization during working hours or create a safety hazard.
6. Employees may, during nonduty hours only, campaign outside school-owned buildings, such as in a school parking lot.
7. With the approval of the principal or department head, meetings for campaign purposes may be scheduled in a school facility before or after school hours or after office hours. Campaign materials may be distributed to those in attendance. However, should such use of a school facility extend beyond the normal work hours, payment of a building use fee shall be required.

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BALLOT SEEDING  
PROCEDURES

The following shall apply:

1. Each organization seeking exclusive representation for consultation shall be seeded on the ballot by random selection.
2. The Election Committee shall announce the time and location for seeding the ballot within five school calendar days after Board approval.
3. All organizations that have filed petitions to be on the ballot for election for consultation may be present for the seeding of the ballot.
4. The selector shall be the director for Communications or designee.
5. Ballot seeds shall be final and nonnegotiable.
6. The names of the organizations shall appear on the ballot in the order in which they are drawn.

A copy of these rules shall be distributed to each organization at the time a petition is submitted. Employees who believe campaign rules have been violated, and who wish to protest the alleged violation, may submit their complaint in writing to the chairperson of the Election Committee. Such written complaint should describe the alleged violation and include the date of the violation and names of witnesses, if any.