



**NORTH ALLEGHENY
SCHOOL DISTRICT**

SECTION:	PROFESSIONAL EMPLOYEES
TITLE:	NO SOLICITATIONS
ADOPTED:	10/26/16
REVISED:	

453 - NO SOLICITATIONS

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Section 1. Purpose

The School Board of the North Allegheny School District establishes the following policy governing the use of District property and the duty-time of its employees.

Section 2. Definitions

Employee Organization - an organization of any kind, or any agency or employee representation committee or plan in which membership includes public employees, and which exists for the purpose, in whole or in part, of dealing with employees concerning grievances, employee-employer disputes, wages, rates of pay, hours of employment, or conditions of work.

Section 3. Delegation of Responsibility

- a. This policy applies to the schools and to distributions for all purposes, including miscellaneous charities, consumer goods, Lottery tickets, magazine group information, organization pamphlets, or cards and the like, except such activities as approved by the office of the Superintendent or designee.
- b. Applications for the use of District facilities and rules governing such use are available at the various school offices and the office of the Director of Facilities.

Section 4. Guidelines

- a. Solicitation by employees of the District is prohibited while any employee involved, either the person soliciting or the person being solicited, is on working time. Solicitation is also prohibited at any time whatsoever in the presence of students.
- b. Solicitation by non-employees of the District is prohibited at all times in school buildings.

Act 195
111

43 P.S.
Sec. 1101.301 (3)

- c. Distribution of literature or other written material by employees of the District is prohibited while any employee involved, whether the person distributing or the person receiving the distributed materials is on working time. Distribution of literature by non-employees of the District is prohibited at all times on school premises.
- d. Employee organizations or their members shall not use District equipment, supplies or personnel at any time in the interest of said organization. Such equipment shall include, but not be limited to: bulletin boards except as otherwise authorized, copying equipment, telephones, public address equipment, and mailboxes.
- e. All use of District property including, but not limited to, buildings and grounds, by employee organizations shall be subject to the District's policies governing the use of such property by private organizations.
- f. Discussion and displays or exhibits which involve or refer to North Allegheny employee organizations or their activities, or North Allegheny employer-employee relations, shall not be included in classroom instruction.
- g. Any solicitation from students diverts some of their valuable time and energy from educational pursuits, places an unfair pressure on parents via the children to contribute whether they wish to or not, results in some financial hardship on occasion, takes time of teachers and administrators that is sorely needed in other areas of the educational program, and is contrary to all purposes for which public schools exist. Therefore, no outside of school sponsored solicitation shall be allowed in the North Allegheny School District without approval of the Superintendent or designee.

References:

Pennsylvania Human Relations Act - 43 P.S. 1101.301 (3)
Pennsylvania General Assembly – Act 195, 111
Board Policy - 000

Replaces:

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5600