

**3.17 -- ABILITY OF SCHOOL EMPLOYEES TO HOLD PUBLIC OFFICE -- Act 1302 of 1997**

All employees of the Van Buren School District are free to exercise their rights as citizens and run for or accept appointment to public office if they so desire. However, employees should understand the following:

- a. By law, a school board member may not work for the school district he or she serves.
- b. School districts may not grant any employee paid leave for the purpose of permitting the employee to engage in public service or related activities.**
- c. Employees may use their personal days and vacation days (if applicable) to engage in public service or related activities, with the prior approval of their (building principal/superintendent).**
- d. In addition, upon request to the school board, a maximum of five additional days of unpaid leave may be granted to the employee for the purposes of engaging in public service or related activities. If the employee's services can be replaced by the district, the employee will be responsible for reimbursing the district for the expense of a substitute employee.
- e. Employees who attempt to use sick leave days fraudulently for any purpose, including to engage in public service or related activities, will face disciplinary action up to and including nonrenewal or termination.**

Approved by Board of Education 8/19/97