EDUCATION ASSOCIATION POLICY

**Purpose:** The purpose of this policy is to govern the relationship between education employee associations and Weber State University School District and to comply with the requirements of Utah Administrative Code R277-108 and Utah State Code Section 53A-1-401(3); 53A-3-425; 53A-3-426; and 53A-6-702.

**Policy:** The WSU Charter Academy Board of Director's recognizes the value of employee associations to the educational process and the associations' interest in bettering the educational climate in the schools. At this time, the Weber State University School District does not have an association but follows all policies and procedures of Weber State University.

If an employee of WSU Charter Academy chooses to be a member of another school districts Educational Association, it is the employee's individual choice.

"**Association Leave**" for purposes of this policy means leave from a school district employee's regular school responsibilities granted for that employee to spend time for association duties.

**ASSOCIATION LEAVE**

An employee may be granted association leave by the WSU School District if duties performed by the employee on association leave directly benefit the WSU School District:

- on a board or committee; or
- at a workshop or meeting conducted by the WSU Charter Academy Board of Directors.

During the hours of association leave a WSU School District employee may not engage in political activity, including:

- advocating for or against a candidate for public office in a partisan or nonpartisan election;
- soliciting a contribution for a political action committee, a political issues committee, a registered political party, or a candidate, as defined in Utah Code Ann. §20A-11-101; or
- initiating, drafting, soliciting signatures for, or advocating for or against a ballot proposition, as defined in Utah Code Ann. §20A-1-102.

An employee requesting association leave must submit an application for such leave to the principal or their designee at least five (5) working days prior to the date of the requested leave.

All association leave shall be approved and supervised by the principal or their designee. The supervising administrator shall document such leave and account for costs and expenses connected with such leave.

In performing duties which do not qualify for association leave, a WSU School District employee is considered an agent of the association. Actions of the employee during this time shall be the sole responsibility of the association.

Any willful violation of the association leave policy may result in disciplinary action up to and including termination in accordance with state law.

The Weber State University, as a public employer, may not deduct from the wages of its employees...
any amounts to be paid to:

- a candidate, a personal campaign committee, a political action committee, a political issues committee, or a registered political party as defined in Utah Code Ann. §20A-11-101;
- a political fund as defined in Utah Code Ann. §20A-11-1402; or
- any entity established by a labor organization or employee association to solicit, collect, or distribute monies primarily for political purposes.