



Blueprint 181

Investing. Growing. Leading.

Overall Goal: Facilities that Promote Opportunity, Innovation, and Success

Tips For Staff

The basics:

1. Any employee of ISD 181 is free to take whatever position they choose on each of the three referendum questions.
2. Any employee is free to advocate on the referendum questions; however, campaigning/advocacy should occur outside of the work day and away from school grounds.
3. Any employee is free to not participate in this election, if that is your choice.
4. No administrative leader should use undue influence to attempt to persuade an employee to support or oppose any of the three referendum questions.
5. No employee should use undue influence to attempt to persuade a student or his/her family to support or oppose any of the three referendum questions.
6. No employee should use public resources to campaign for or against a referendum question. We would like employees to use the broadest reasonable definition of public resources, including school copy machines, the walls of classrooms, email, etc.
7. An employee should not come to school during the workday wearing or displaying campaign material. However, we will not prohibit students from wearing t-shirts or buttons, as long as they are expressing themselves in a respectful manner.
8. Nothing prevents an employee from answering questions about the long-range facilities plan from fellow employees, students or members of the public — even during the school day and on school grounds. Just be sure the information shared is factual. ISD 181 will have materials for your use.

Within those guidelines, here are twelve things you can do on your own time:

- You can provide factual information about the referendum questions with anyone — even during the school day and on school grounds. ISD 181 will have materials for your use.
- You can encourage anyone to vote early or on Election Day. ISD 181 will have information on voting for your use.
- You can encourage people to obtain more information from other sources, such as the ISD 181 web site blueprint181.org.
- You can serve as an election judge.
- You can be a member or leader of a Vote Yes or Vote No Committee.
- You can donate to a Vote Yes or Vote No Committee.
- You can write letters to the editor, post online through Facebook or express yourself through the use of other media.
- You can participate in phone banks, door knocking, rallies and other campaign gatherings.
- You can put lawn signs in your yard, signs or stickers in or on your car.
- On your own time and away from your school building, you can attempt to persuade parents to support your position on the three questions.
- You can discuss the referendum with your colleagues as part of your workday, as long as you are not crossing the line into explicit advocacy.

There may be additional activities that your union undertakes that are permitted. Please check with your union for that information.