MEMBERSHIP ON GOVERNING BOARDS

As an individual, each employee of Piedmont Community College retains all rights and obligations of citizenship provided in the Constitution and laws of North Carolina and the Constitution and laws of the United States. Therefore, the Piedmont Community College Board of Trustees encourages employees of the College to exercise their rights and obligations of citizenship.

1. The Piedmont Community College Board of Trustees has developed the following policy in regard to political activities of the College’s employees:

   a. Any employee who decides to run for a public office shall notify the President, who in turn will notify the Board of Trustees, of their intention to run and certify that they will not campaign or otherwise engage in political activities during their regular work hours or involve the College in their political activities.

   b. Any employee who is elected to a part-time public office shall certify to the President, who will notify the Board of Trustees, that their office will not interfere with their carrying out the duties of their position with the College. If the duties will interfere with their normal College duties, they will request leave.

   c. Any employee who is elected or appointed to a full-time public office or the General Assembly shall be required to take a leave of absence without pay upon assuming that office. The President shall determine the length of the leave of absence and advise the Board of Trustees.

   d. Any employee who becomes a candidate for public office shall be prohibited from soliciting support during their regular work hours. The employee in question is prohibited from soliciting support on College property.

   e. The Board of Trustees shall notify the State Board of Community Colleges if the President becomes a candidate for public office or if the President is elected or appointed to a public office.

2. Public office is defined as any national, state, or local governmental position of public trust and responsibility, whether elective or appointive, which is created or prescribed or recognized by constitution, statute, or ordinance.

3. Furthermore, any employee whose position is partly or fully funded by Federal funds will, in addition to the above rules, be restricted by the Hatch Act. All employees in this category will be provided with those restrictions at the time of employment.
4. Should a full-time employee become a member of the Board of Trustees of the College, which has authority within the administrative area of the College, the employment will terminate at the time the employee is inducted into office as a member of such board; and the employee further agrees to forfeit at the same time any right or claim to employment by the College during his tenure of office as a member of said Board of Trustees.

HISTORY NOTE: Effective April 29, 1974; Revised October 12, 1988; April 29, 1992; Revised October, 2001