

Administrative Regulation

PERSONNEL: GENERAL

District employees shall refrain from engaging in the following activities:

1. Using district funds, services, supplies or equipment to urge the passage or defeat of any ballot measure or candidate, including any candidate for election to the Governing Board.
2. Soliciting or receiving, during working hours and on district property, any political funds or contributions to promote the passage or defeat of a ballot measure pending at the local, state or national level.
3. Using district time to urge the passage or defeat of any ballot measure or candidate.
4. Using district equipment for the preparation or reproduction of political campaign materials, even if the district is reimbursed.
5. Posting or distribution of any political campaign materials on district property.
6. Disseminating political campaign materials through the district's mail service, e-mail or placement in staff mailboxes.
7. Engaging students to write, address or distribute political campaign materials or any other activities promoting political activity.
8. Presenting viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of opposing views presented by individuals or representatives of organizations.
9. Wearing buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time. However, teachers shall not be prohibited from wearing political buttons during non-instructional time.

Nothing in Board policy or administrative regulation shall be construed to prevent employees from soliciting or receiving funds or contributions for political purposes during nonworking time, including before and after school, the lunch period or other scheduled work intermittency during the school day.

Employee organizations may use district mailboxes and other means to communicate with employees, subject to reasonable regulation. Employee organizations may have access at reasonable times to areas in which employees work; may use institutional bulletin boards, mailboxes, and other means of communication and may use district

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facilities at reasonable times for the purpose of meetings. However, employee organizations shall not use district funds, services, supplies or equipment and space, such as the district mail system, to urge the passage or defeat of any ballot measure or candidate, including any candidate for election to the Board.

Access to district communication channels shall be limited in cases where such access would be disruptive to student instructional activities or district operations. In the event of a concerted action or work stoppage, political activities by employee organizations and individual employees shall be restricted to peaceful informational picketing and other activities allowed by law and must take place off of school district property.

Legal References: Education Code 7054
Education Code 7056
Government Code 3543.1

May 17, 2005

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