

**CAMBRIAN SCHOOL DISTRICT**  
**Board Policy**

**Policy 4119.25**  
Adopted: March 26, 2002  
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**PERSONNEL**

**Employee Participation in Political Activities**

The Governing Board respects the right of school employees to engage in political discussions and activities on their own time and at their own expense. On such occasions, employees shall make it clear that they are acting as individuals and not as representatives of the district.

Like other citizens, employees may use school facilities for meetings under the Civic Center Act.

Employees shall refrain from prohibited activities identified in law and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.