

CAMBRIAN SCHOOL DISTRICT
Board Policy

Procedure 4119.25
Adopted: March 26, 2002
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PERSONNEL

Employee Participation in Political Activities

- I. District employees shall not:
 - A. Use 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.
 - B. During working hours and on school property, solicit or receive any political funds or contributions to promote the passage or defeat of a ballot measure that would affect the rate of pay, hours of work, retirement, civil service or other working conditions.
 - C. During working hours and on school property, solicit or receive any political funds or contributions to promote the passage or defeat of other types of ballot measures.
 - D. Use school time to urge the passage or defeat of any ballot measure or candidate.
 - E. Use school equipment for the preparation or reproduction of political campaign materials.
 - F. Post or distribute political campaign materials on school property.
 - G. Disseminate political campaign materials through the district's mail service, email or staff mailboxes.
 - H. Use students to write, address or distribute political campaign materials.
 - I. Present viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of opposing views.
 - J. Wear buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time.

II. Employee Organizations

- A. Employee organizations may use district mailboxes and other means to communicate with employees, subject to reasonable regulation.
- B. Access to district communications channels shall be limited only if such access would be disruptive to district operations.
- C. 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 allow by law.
- D. Recognized employee organizations and their representatives may solicit or receive political funds or contributions from employee members on district property during non-working time to promote the passage or defeat of any ballot measure.