

# Perris Union HSD

## Administrative Regulation

### Political Activities Of Employees

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4219.25  
4319.25

#### Personnel

District employees shall not:

1.- Use district funds, services, supplies ~~or equipment~~, **equipment, work hours, or other public resources** to urge the ~~passage~~**support** or defeat of any ballot measure or candidate, including any candidate for election to the Governing Board (Education Code 7054)**¶**

~~¶~~  
(cf. 1160 ~~Political Processes~~)**¶**

~~¶~~  
2. ~~During working hours and on district property, 7056; Government Code 8314)~~

2. Use the district's seal in any campaign literature or mass mailing with the intent to deceive voters, including, but not limited to, the use of a reproduction or facsimile of the seal in a manner that creates a misleading, erroneous, or false impression that the document is authorized by the Board, a Board member, or the district (Elections Code 18304)

(cf. 1160 - Political Processes)

3. **During working hours**, 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 (Education Code 7056)

~~¶~~  
3. ~~During working hours and on district property~~

4. **During working hours**, solicit or receive any political funds or contributions to promote the passage or defeat of other types of ballot measures

~~4. Use district time to urge the passage or defeat of any ballot measure or candidate ¶~~

5. Use district equipment for the preparation or reproduction of political campaign materials, ~~even if the district is reimbursed~~**¶**

(cf. 3512 - Equipment)

6. Post or distribute political campaign materials **in classrooms, through distance learning platforms, or** on district property**¶**

7. Disseminate political campaign materials through the district's mail service, e-mail, or staff mailboxes

(cf. 4040 - Employee Use of Technology)

8. Use students to write, address, or distribute political campaign materials
9. Present viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of ~~opposing views~~  
~~-all perspectives~~

(cf. 6144 - Controversial Issues)

10. Wear buttons, ~~hats~~, or ~~other~~ 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 noninstructional time, such as Back-to-School Night. ¶~~

~~¶~~

~~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. (Education Code 7056) ¶~~

~~¶~~

### **Political Activities of Employee Organizations**

~~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 facilities at reasonable times for the purpose of meetings. (Government Code 3543.1) ¶~~

~~¶~~

~~However, employee organizations shall not use district funds, services, supplies, or equipment, such as ~~staff mailboxes~~ or the district mail system, to urge the ~~passage~~ support or defeat of any ballot measure or candidate, including any candidate for election to the Board. (Education Code 7054) ¶~~

(cf. 4140/4240/4340 - Bargaining Units)

~~¶~~

~~Access to district communication channels shall be limited in cases where such access would be disruptive to 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. ¶~~

~~¶~~

~~(cf. 4141.6/4241.6 - Concerted Action/Work Stoppage) ¶~~

~~¶~~

~~¶~~

~~¶~~

~~Regulation - PERRIS UNION HIGH SCHOOL DISTRICT ¶~~

~~approved: August 27, 1998 Perris, California~~

~~revised:~~

~~October 17, 2002~~

No employee organization or its officers, agents, or representatives shall be prohibited from soliciting or receiving political funds or contributions to promote the passage or defeat of a ballot measure during nonworking time, including before and after school, the lunch period, or other scheduled work intermittency during the school day. (Education Code 7056)

Regulation PERRIS UNION HIGH SCHOOL DISTRICT

approved: August 27, 1998 Perris, California

revised:

October 17, 2002

Revised: Pending Board Approval