

**Draft BUSD Administrative Regulation 4219.25**  
**Political Campaign Activities of Employees**  
**Personnel**

District employees shall not:

1. 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 Board of Education. (Education Code 7054)
2. During working hours and on district property, solicit or receive any political funds or contributions to promote the passage or defeat of a ballot measure or candidate. (Education Code 7056)
3. Use district time to urge the passage or defeat of any ballot measure or candidate;
4. Use district equipment for the preparation or reproduction of political campaign materials, even if the district is reimbursed;
5. Post or distribute political campaign materials on district property;
6. Disseminate political campaign materials through the district's mail service, e-mail or staff mailboxes;
7. Use student, family or employee addresses, class rosters, or other information obtained in the course of employment, for the purposes of urging the passage or defeat of any ballot measure or candidate.
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;
10. ~~Wear buttons or apparel that advocate for or against political candidates or measures during work hours.~~ However, employees shall not be prohibited from wearing such buttons or apparel during non-work hours.

Nothing in Board policy or administrative regulation shall be construed to prevent employees from personally soliciting or receiving funds or contributions for political purposes during non-working time, including before and after school, the lunch period or other scheduled work intermittency during the school day, including promoting the support or defeat a ballot measure that would affect the rate of pay, hours of work, retirement, civil service, or other working conditions of employees.

Like other community members, employees may apply to use school facilities for political meetings and other approved purposes, under the Civic Center Act. At such time and place, discussion of political issues and candidates is proper and legal. As indicated in the Facilities Rental Agreement any publicity for a political campaign event (as distinct from a forum that includes all candidates or issues) to be held on district property shall indicate that the event is not sponsored by the District.

**Employee Organizations**

Nothing in Board policy or administrative regulation shall be construed to prevent employee organizations from using 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 employee organizational meetings. (Government Code 3543.1) The wearing of union buttons and apparel is a protected right, absent special circumstances.

Employee organizations shall not use district funds, services, supplies or equipment, such as the district mail or email system, to urge the passage or defeat of any ballot measure or candidate, including any candidate for election to the Board. (Education Code 7054)

Deleted: Wear buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time.

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**NOTES for 11.02.11 version:**

- The language of proposed BUSD BP and AR began with the CSBA Template (which was last updated 7.2002).
- Proposed changes in yellow are those that were added to the 9.28.18 version, provided at the 10.11.18 BP meeting
- Further tracked changes (deletions/additions) in the 10.02.18 version were subsequently provided by District attorneys, with the exception of a few provided by Natasha Beery, as noted.