



**DATE:** January 20, 2021

**TO:** Board of Education

**FROM:** Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

**SUBJECT:** Approve Proposed Revisions to Board Policy and Administrative Regulation 4119.25/4219.25/4319.25 Political Activities of Employees

**PRESENTED BY:** Ms. Joan Zappettini, Director of Human Resources

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### **ACTION REQUESTED**

Approve Proposed Revisions to Board Policy and Administrative Regulation 4119.25/4219.25/4319.25 Political Activities of Employees

### **BACKGROUND INFORMATION**

Political Activities of Employees - (BP revised) Policy updated to recognize the importance of employee political activity, voting, and civic engagement, and reflect Pickering v. Board of Education Township High School District regarding the prohibition against dismissing or demoting an employee due to engagement in constitutionally protected political activity.

(AR revised) Regulation updated to reflect law which makes it a misdemeanor to use any reproduction of the district's seal in any campaign literature or mass mailing with the intent to deceive voters, the prohibition against posting or distributing political campaign materials in classrooms or through distance learning platforms, and the court's decision in San Leandro Teachers Association v. Governing Board of San Leandro Unified School District regarding the district's ability to refuse to permit the use of school mailboxes for union communications involving candidate endorsements. Regulation also updated to delete material regarding employee organization communications which do not constitute political activity, now addressed in 4140/4240/4340 - Bargaining Units, and to delete material regarding employee activities during a concerted action or work stoppage. Administrative Regulation has been provided as information only. Policy and Administrative Regulation were presented to the Board for review on January 6, 2021 and are being brought back to the Board for approval

### **PREPARED BY:**

Cynthia Friedli for Joan Zappettini, Director of Human Resources

Attachment: Policy and Regulation