



SCHOOL DISTRICT #49 (CENTRAL COAST)
Policy Manual

POLICY 241: Distribution of Union Materials on School Property

The Board of Education requires teachers to obtain prior approval of their principal prior to distributing union/political information on educational matters on school property to parents or through students.

In determining the appropriateness of the materials for distribution, there must be a consideration of the balancing of rights and measure that may be taken to minimally impair the teacher's right of free speech while at the same time achieving the objectives of the school district.

Guidelines

1. Without exception a teacher must receive approval prior to the distribution of union/political information on educational matters on school property. A school or district administrator will review the information for its accuracy and relevance to educational matters. Further, the review undertaken will determine the appropriateness of sending the information to parents, taking into account the "pressing and substantial" objective of the public school system.
2. With respect to accuracy, the content of the information must be accurate so that the expression is not misleading such that confusion and/or conflict are created. If the content or a portion of the communication is inaccurate/misleading, the employer will identify and request that the employee/union amend the inaccurate/misleading information. If the employee/union refuses to remove or amend the inaccurate/misleading portions as identified, the employer would then ban the entire distribution of the communication.
3. Any approved communication by the school district must be placed in a sealed envelope and clearly marked/addressed to the parent/guardian. Further, in order to ensure there is no confusion regarding from whom this communication is coming, the document itself should clearly indicate the authorship.
4. Should a union/political communication on an educational matter not be approved for any reason, the employer will raise the matter with the local union.