

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 2

**Date:** 7/29/91

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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES Reference:**

**4.1 GENERAL PERSONNEL PRACTICES**

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**SECTION 4.109 EMPLOYEE ORGANIZATIONS**

The Board of Education recognizes a School District employee's rights to form, join, and participate, or not form, join, and participate in employee organizations.

An employee organization, whether or not it is the exclusive representative, shall have the following rights subject to regulations by the Board of Education.

1. Access, at reasonable times, to areas in which employees work. Organizational representatives will notify the building principal or department manager when they come on campus or other facility. In addition, access to employees shall be limited to periods when the latter are not assigned to duties.
2. Use of employee bulletin boards.
3. Use of employee mailboxes.
4. Use of other means of communication as specified.
5. Use of institutional facilities at reasonable times for the purpose of meeting. The use of these facilities will be limited to times of non-interference with District programs.