

Policy 4219.25: Political Activities Of Employees **Status: ADOPTED**

Original Adopted Date: 06/01/1996 | **Last Revised Date:**
12/01/2020 | **Last Reviewed Date:** 12/01/2020

The Governing Board recognizes the importance of political activity, voting, and civic engagement, and respects the right of district employees to engage in political discussions and activities as individuals on their own time and at their own expense. When engaging in such activities, employees shall make it clear that they are acting on their own behalf and not as representatives of the district.

District employees, as members of the community, may use school facilities for meetings, including political activities, as permitted under the Civic Center Act and district policy.

Employees shall refrain from prohibited political activities identified in law, Board policy, and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.

State	Description
Ed. Code 38130-38139	<u>Civic Center Act</u>
Ed. Code 51520	<u>Prohibited solicitations on school premises</u>
Ed. Code 7050-7058	<u>Political activities of school officers and employees</u>
Elec. Code 18304	<u>Prohibition against use of district seal in campaign literature</u>
Gov. Code 3543.1	<u>Rights of employee organizations</u>
Gov. Code 82041.5	<u>Mass mailing</u>
Gov. Code 8314	<u>Unlawful use of state resources</u>
Pen. Code 424	<u>Embezzlement and falsification of accounts by public officers</u>
Management Resources	Description
Attorney General Opinion	77 Ops.Cal.Atty.Gen. 56 (1994)
Attorney General Opinion	84 Ops.Cal.Atty.Gen. 106 (2001)
Attorney General Opinion	84 Ops.Cal.Atty.Gen. 52 (2001)
Court Decision	Pickering v. Board of Education Township High School District (1968) 88 S. Ct. 1731
Court Decision	L.A. Teachers Union v. L.A. City Board of Education (1969) 71 Cal.2d 551
Court Decision	San Leandro Teachers Association v. Governing Board of the San Leandro Unified School District (2010) 46 Cal. 4th 822
Court Decision	Diquisto v. County of Santa Clara (2010) 181 Cal. App. 4th 236
Court Decision	Heffernan v. City of Paterson (2016) 136 S. Ct. 1412
Court Decision	California Teachers Association v. Governing Board of San Diego Unified School District (1996) 45 Cal.App. 4th 1383
Court Decision	Downs v. Los Angeles Unified School District (9th Cir. 2000) 228 F.3d 1003
Public Employment Relations Board Ruling	Turlock Joint Elementary School District (2004) PERB Dec. No. 1490a
Public Employment Relations Board Ruling	East Whittier School District (2004) PERB Dec. No. 1727
Public Employment Relations Board Ruling	Conejo Valley Unified School District (2009) PERB Dec. No. 2054
Public Employment Relations Board Ruling	City of Sacramento (2019) PERB Dec. No. 2702
Public Employment Relations Board Ruling	San Diego Community College District (2001) PERB Dec. No.1467
Website	<u>CSBA District and County Office of Education Legal Services</u>

Website
Website
Website

California Attorney General's Office
California Public Employment Relations Board
CSBA

Code

1160
1325
1330
1330
3512
3512-E(1)
4040
4040-E(1)
4118
4118
4119.1
4119.21
4119.21-E(1)
4119.22
4140
4218
4218
4219.1
4219.21
4219.21-E(1)
4219.22
4240
4319.1
4319.21
4319.21-E(1)
4319.22
4340
6144

Description

Political Processes
Advertising And Promotion
Use Of School Facilities
Use Of School Facilities
Equipment
Equipment
Employee Use Of Technology
Employee Use Of Technology
Dismissal/Suspension/Disciplinary Action
Dismissal/Suspension/Disciplinary Action
Civil And Legal Rights
Professional Standards
Professional Standards
Dress And Grooming
Bargaining Units
Dismissal/Suspension/Disciplinary Action
Dismissal/Suspension/Disciplinary Action
Civil And Legal Rights
Professional Standards
Professional Standards
Dress And Grooming
Bargaining Units
Civil And Legal Rights
Professional Standards
Professional Standards
Dress And Grooming
Bargaining Units
Controversial Issues