

PERSONNEL - ALL PERSONNEL

SUBJECT: Political Activities of Employees

The County Board of Education and County Superintendent of Schools respect the right of employees to engage in political discussions and activities on their own time and at their own expense. Employees are prohibited from engaging in political activities as representatives of the County Office of Education.

Employees and employee unions are prohibited by Education Code and Appellate Court ruling from using the County Office of Education internal mail communication systems, i.e., inter-office mail, e-mail, bulletin boards, etc., to distribute materials that contain political endorsements.

(cf. 1160 – Political Processes)

Like other citizens, employees may use school facilities for meetings under the Civic Center Act.

(cf. 1330 - Use of Facilities)

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

(cf. 4118 – Suspension/Disciplinary Action)
(cf. 6144 - Controversial Issues/Prohibited Studies)

Legal Reference:

EDUCATION CODE

7050-7057 Political activities of school officers and employees

38130-38139 Civic Center Act

51520 Prohibited solicitations on school premises

GOVERNMENT CODE

3543.1 Rights of employee organizations

COURT DECISIONS

California Teachers Association v. Governing Board of San Diego Unified School District, (1996) 45 Cal.App. 4th 1333

ATTORNEY GENERAL OPINIONS

93 Ops.Cal.Atty. Gen. 1201 (1994)

Management Resources:

CSBA PUBLICATIONS - Political Activities of School Districts: Legal Issues, 1998