

All Personnel

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POLITICAL ACTIVITIES OF EMPLOYEES

4319.25

The Governing Board respects the right of school employees to engage in political discussions and activities on their own time and at their own expense. On such occasions, employees shall make it clear that they are acting as individuals and not as representatives of the district.

(cf. 1160 - Political Processes)

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

(cf. 1330 - Use of School 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. 1325 - Advertising and Promotion)*
- (cf. 4118 - Suspension/Disciplinary Action)*
- (cf. 4218 - Dismissal/Suspension/Disciplinary Action)*
- (cf. 6144 - Controversial Issues)*

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

Policy

adopted: June 24, 1997

Revised: August 22, 2000

VISALIA UNIFIED SCHOOL DISTRICT

Visalia, California

Certificated Personnel

POLITICAL ACTIVITIES OF EMPLOYEES

District employees shall not:

1. Use district funds, services, supplies or equipment to urge the support or defeat of any ballot measure or candidate, including any candidate for election to the Governing Board (Education Code 7054)

(cf. 1160 - Political Processes)

2. During working hours and on school property, solicit or receive any political funds or contributions to promote the passage or defeat of a ballot measure that would affect the rate of pay, hours of work, retirement, civil service or other working conditions (Education Code 7056)
3. During working hours and on school property, solicit or receive any political funds or contributions to promote the passage or defeat of other types of ballot measures
4. Use school time to urge the passage or defeat of any ballot measure or candidate
5. Use school equipment for the preparation or reproduction of political campaign materials

(cf. 3512 - Equipment)

6. Post or distribute political campaign materials on school property
7. Disseminate political campaign materials through the district's mail service, e-mail or staff mailboxes

(cf. 4040 - Employee Use of Technology)

8. Use students to write, address or distribute political campaign materials
9. Present viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of opposing views

(cf. 6144 - Controversial Issues)

Certificated Personnel

POLITICAL ACTIVITIES OF EMPLOYEES (continued)

10. Wear buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time

Although employees may not conduct political activities on school property during working hours, they are free to discuss politics and solicit or receive funds or contributions for political purposes outside the employee's working hours, including the lunch period or other scheduled work break during the school day.

Employee Organizations

Employee organizations may use district mailboxes and other means to communicate with employees, subject to reasonable regulation. (Government Code 3543.1)

Access to district communications channels shall be limited only if such access would be disruptive to district operations. A copy of all items intended for distribution by transmittal through the school mail/e-mail shall be sent to the Superintendent prior to the time they are mailed and the site administrator when they are placed in the mailboxes (paper or electronic). All notices distributed through the school mail shall be identified by an authorized representative as being approved for distribution by the Association.

In the event of a concerted action or work stoppage, political activities by employee organizations and individual employees shall be restricted to peaceful informational picketing and other activities allowed by law.

(cf. 4141.6/4241.6 - Concerted Action/Work Stoppage)

Recognized employee organizations and their representatives may solicit or receive political funds or contributions from employee members on district property during nonworking time to promote the passage or defeat of any ballot measure. (Education Code 7056)

Regulation

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Revised: August 22, 2000

Revised: November 29, 2004 by the Board Policy Committee

VISALIA UNIFIED SCHOOL DISTRICT

Visalia, California