

PERSONNEL

ADMINISTRATIVE REGULATION -- POLITICAL ACTIVITIES OF EMPLOYEES

AR 4219.25

Right to Participate in Political Activity

Each employee of the County Education Office has the right, during off-duty hours, to participate in political activities not specifically prohibited by law.

Improper Political Activity

Improper political activity includes:

1. The use of any Santa Barbara County Education Office property, equipment, or facility for any political purpose unless the use thereof is authorized by law for such purposes and the employee has obtained prior required approval.
2. The use of any County Education Office property, equipment, or facility for any political purpose or the performance of any political act during regular hours of duty.
3. Engaging in active campaigning in behalf of any candidate, including himself/herself, for public office during assigned hours of employment, except for duty-free periods. Notwithstanding the foregoing, no employee shall interfere with any other employee(s) engaged in work of the County Education Office.

Leave of Absence for Personal Candidacy

An employee who files for a non-partisan political office may be granted an unpaid leave of absence for a period not to exceed one hundred eighty (180) days prior to the election and continuing until the election processes have been completed insofar as his/her candidacy is concerned. Employees subject to the Hatch Act (5 USC 1503) shall not run for a partisan political office unless granted an unpaid leave of absence.

APPROVED BY COUNTY SUPERINTENDENT: May 6, 1982

REVISED:

May 7, 1992

April 7, 1994