



PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

BOARD POLICY – POLITICAL ACTIVITIES OF EMPLOYEES

BP 4319.25

The County Board of Education and the County Superintendent of Schools recognize the importance of political activity, voting, and civic engagement, and respects the right of SBCEO 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 SBCEO.

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

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources

Attorney General Opinion
Attorney General Opinion
Attorney General Opinion
Court Decision

Court Decision

PERB Ruling

Website
Website
Website

Description

84 Ops.Cal.Atty.Gen. 52 (2001)
84 Ops.Cal.Atty.Gen. 106 (2001)
77 Ops.Cal.Atty.Gen. 56 (1994)
Downs v. Los Angeles Unified School District, (9th Cir. 2000) 228 F.3d 1003
California Teachers Association v. Governing Board of San Diego Unified School District, (1996) 45 Cal.App. 4th 1383
San Diego Community College District, (2001) PERB Dec. No.1467
[CSBA](#)
[California Public Employment Relations Board](#)
[California Attorney General's Office](#)

State

Ed. Code 38130-38139
Ed. Code 51520
Ed. Code 7050-7057
Elec. Code 18304
Gov. Code 3543.1
Gov. Code 82041.5
Gov. Code 8314
Pen. Code 424
Public Employment Relations Board Rulings

Description

Civic Center Act
Prohibited solicitations on school premises
Political activities of school officers and employees
Prohibition against use of district seal in campaign literature
Rights of employee organizations
Mass mailing
Unlawful use of state resources
Embezzlement and falsification of accounts by public officers
City of Sacramento, (2019) PERB Dec. No. 2702m

ADOPTED BY COUNTY BOARD: September 1, 2022

REVISED: