



PERSONNEL – CLASSIFIED EMPLOYEES

BOARD POLICY – POLITICAL ACTIVITIES OF EMPLOYEES

BP 4219.25

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: May 6, 1982
 REVISED: May 7, 1992, April 7, 1994, September 1, 2022