

**Policy 4219.25 Political Activities of Employees**

**Status: ADOPTED**

**Original Adopted Date:** 06/1996

**Last Revised Date:** 06/26/2024

The Governing Board recognizes the importance of political activity, voting, and civic engagement, and respects the right of district 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 district. District employees, as members of the community, may use school facilities for meetings, including political activities, as permitted under the Civic Center Act and district 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.

06/96  
06/98  
07/02  
06/26/2024

**Policy Reference Disclaimers**

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

**State**

Ed. Code 38130-38139  
Ed. Code 51520  
Ed. Code 7050-7058  
Elec. Code 18304  
Gov. Code 3543.1  
Gov. Code 82041.5  
Gov. Code 8314  
Pen. Code 424

**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](#)

**Management Resources**

Attorney General Opinion  
Attorney General Opinion  
Attorney General Opinion  
Court Decision

**Description**

77 Ops.Cal.Atty.Gen. 56 (1994)  
84 Ops.Cal.Atty.Gen. 106 (2001)  
84 Ops.Cal.Atty.Gen. 52 (2001)  
Pickering v. Board of Education Township High School District (1968) 88 S. Ct. 1731  
L.A. Teachers Union v. L.A. City Board of Education (1969) 71 Cal.2d 551  
San Leandro Teachers Association v. Governing Board of the

Court Decision

Court Decision

Court Decision	San Leandro Unified School District (2010) 46 Cal. 4th 822 Diquisto v. County of Santa Clara (2010) 181 Cal. App. 4th 236
Court Decision	Heffernan v. City of Paterson (2016) 136 S. Ct. 1412
Court Decision	California Teachers Association v. Governing Board of San Diego Unified School District (1996) 45 Cal.App. 4th 1383
Court Decision	Downs v. Los Angeles Unified School District (9th Cir. 2000) 228 F.3d 1003
Public Employment Relations Board Ruling	Turlock Joint Elementary School District (2004) PERB Dec. No. 1490a
Public Employment Relations Board Ruling	East Whittier School District (2004) PERB Dec. No. 1727
Public Employment Relations Board Ruling	Conejo Valley Unified School District (2009) PERB Dec. No. 2054
Public Employment Relations Board Ruling	City of Sacramento (2019) PERB Dec. No. 2702m
Public Employment Relations Board Ruling	San Diego Community College District (2001) PERB Dec. No.1467
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Attorney General's Office</a>
Website	<a href="#">California Public Employment Relations Board</a>
Website	<a href="#">CSBA</a>

**Cross References**

**Code**

1160  
1325  
1330  
1330  
3512  
3512-E(1)  
4040  
4040-E(1)  
4118  
4118  
4119.1  
4119.21  
4119.21-E(1)  
4119.22  
4140  
4218  
4218  
4219.1  
4219.21  
4219.21-E(1)  
4219.22  
4240  
4319.1  
4319.21  
4319.21-E(1)  
4319.22  
4340  
6144

**Description**

[Political Processes](#)  
[Advertising And Promotion](#)  
[Use Of School Facilities](#)  
[Use Of School Facilities](#)  
[Equipment](#)  
[Equipment](#)  
[Employee Use Of Technology](#)  
[Employee Use Of Technology](#)  
[Dismissal/Suspension/Disciplinary Action](#)  
[Dismissal/Suspension/Disciplinary Action](#)  
[Civil And Legal Rights](#)  
[Professional Standards](#)  
[Professional Standards](#)  
[Dress And Grooming](#)  
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[Dismissal/Suspension/Disciplinary Action](#)  
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