

**Regulation 4119.25 Political Activities of Employees**

**Status: ADOPTED**

**Original Adopted Date:** 06/1996

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

No employee shall be prohibited from soliciting or receiving political funds or contributions to promote the support or defeat of a ballot measure during nonworking time, including before and after school, the lunch period, or other scheduled work intermittency during the school day. (Education Code 7056)

District employees shall not:

1. Use district funds, services, supplies, equipment, work hours, or other public resources to urge the support or defeat of any ballot measure or candidate, including any candidate for election to the Governing Board (Education Code 7054, 7056; Government Code 8314)
2. Use the district's seal in any campaign literature or mass mailing with the intent to deceive voters, including, but not limited to, the use of a reproduction or facsimile of the seal in a manner that creates a misleading, erroneous, or false impression that the document is authorized by the Board, a Board member, or the district (Elections Code 18304)
3. During working hours, 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)
4. During working hours, solicit or receive any political funds or contributions to promote the passage or defeat of other types of ballot measures
5. Use district equipment for the preparation or reproduction of political campaign materials
6. Post or distribute political campaign materials in classrooms, through distance learning platforms, or on district property
7. Disseminate political campaign materials through the district's mail service, e-mail, or staff mailboxes
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 all perspectives

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

**Political Activities of Employee Organizations**

Employee organizations shall not use district funds, services, supplies, or equipment, such as staff mailboxes or the district mail system, to urge the support or defeat of any ballot measure or candidate, including any candidate for election to the Board. (Education Code 7054)

No employee organization or its officers, agents, or representatives shall be prohibited from soliciting or receiving political funds or contributions to promote the passage or defeat of a ballot measure during nonworking time, including before and after school, the lunch period, or other scheduled work intermittency during the school day. (Education Code 7056)

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

**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 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

**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](#)

Gov. Code 3543.1  
Gov. Code 82041.5  
Gov. Code 8314  
Pen. Code 424

**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 San Leandro Unified School District (2010) 46 Cal. 4th 822  
Diquisto v. County of Santa Clara (2010) 181 Cal. App. 4th 236

Court Decision

Court Decision

Court Decision

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](#)  
[Bargaining Units](#)  
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