

POLITICAL ACTIVITIES OF EMPLOYEES

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 section 7056)

Under no circumstances shall District employees:

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 any other types of ballot measures.
5. Use district equipment for the preparation or reproduction of campaign materials.
6. Post or distribute campaign materials in classrooms, through distance learning platforms, or on district property.
7. Disseminate campaign materials through the District mail service, e-mail or place them in staff mailboxes.
8. Use students to write, address or distribute 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 EMPLOYEES (continued)

Nothing in this regulation shall prevent the District from disseminating information regarding school tax and/or bond elections.

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)

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

State	Description
Ed. Code 38130-38139	Civic Center Act
Ed. Code 51520	Prohibited solicitations on school premises
Ed. Code 7050-7058	Political activities of school officers and employees
Elec. Code 18304	Prohibition against use of district seal in campaign literature
Gov. Code 3543.1	Rights of employee organizations
Gov. Code 82041.5	Mass mailing
Gov. Code 8314	Unlawful use of state resources
Pen. Code 424	Embezzlement and falsification of accounts by public officers

Management Resources

Management Resources	Description
Attorney General Opinion	77 Ops.Cal.Atty.Gen. 56 (1994)
Attorney General Opinion	84 Ops.Cal.Atty.Gen. 106 (2001)
Attorney General Opinion	84 Ops.Cal.Atty.Gen. 52 (2001)
Court Decision	Pickering v. Board of Education Township High School District, (1968) 88 S. Ct. 1731
Court Decision	L.A. Teachers Union v. L.A. City Board of Education, (1969) 71 Cal.2d 551
Court Decision	San Leandro Teachers Association v. Governing Board of the San Leandro Unified School District, (2010) 46 Cal. 4th 822
Court Decision	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

AR 4119.25(c)
4219.25
4319.25

POLITICAL ACTIVITIES OF EMPLOYEES (continued)

Management Resources (continued)

Public Emp. Relations Board Ruling

Description

Turlock Joint Elementary School District, (2004) PERB Dec. No.

1490a

Public Emp. Relations Board Ruling

East Whittier School District, (2004) PERB Dec. No. 1727

Public Emp. Relations Board Ruling

Conejo Valley Unified School District, (2009) PERB Dec. No. 2054

Public Emp. Relations Board Ruling

City of Sacramento, (2019) PERB Dec. No. 2702m

Public Emp. Relations Board Ruling

San Diego Community College District, (2001) PERB Dec. No. 1467

Website

CSBA District and County Office of Education Legal Services

Website

California Attorney General's Office

Website

California Public Employment Relations Board

Website

CSBA

Cross References

1160

Description

Political Processes

1325

Advertising And Promotion

1330

Use Of School Facilities

1330-E(1)

Use Of School Facilities

3512

Equipment

3512-E(1)

Equipment

4040

Employee Use Of Technology

4040-E(1)

Employee Use Of Technology

4118

Dismissal/Suspension/Disciplinary Action

4119.1

Civil And Legal Rights

4119.21

Professional Standards

4119.21-E(1)

Professional Standards

4119.22

Dress And Grooming

4140

Bargaining Units

4218

Dismissal/Suspension/Disciplinary Action

4219.1

Civil And Legal Rights

4219.21

Professional Standards

4219.21-E(1)

Professional Standards

4219.22

Dress And Grooming

4240

Bargaining Units

4319.1

Civil And Legal Rights

4319.21

Professional Standards

4319.21-E(1)

Professional Standards

4319.22

Dress And Grooming

4340

Bargaining Units

6144

Controversial Issues

Regulation

approved: May 2, 1990

revised: May 11, 1995

revised: June 8, 2023

MURRIETA VALLEY USD

Murrieta, California