Political Activities Of Employees

Fresno Unified is a place where diversity is valued and educational excellence and equity are expected.

The Governing Board respects the right of school employees to engage in political discussions and activities on their own time and at their own expense. On such occasions, employees shall make it clear that they are acting as individuals and not as representatives of the district.

(cf. 1160 - Political Processes)

Like other citizens, employees may use school facilities for meetings under the Civic Center Act.

(cf. 1330 - Use of School Facilities)

The Board believes that district employees have an obligation to prevent the improper use of school time, materials or facilities for political campaign purposes. Employees shall refrain from prohibited activities identified in law and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.

(cf. 1325 - Advertising and Promotion)
(cf. 4118 - Suspension/Disciplinary Action)
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)
(cf. 6144 - Controversial Issues)

Legal Reference:

EDUCATION CODE
7050-7057 Political activities of school officers and employees
38130-38139 Civic Center Act
51520 Prohibited solicitations on school premises

GOVERNMENT CODE
3543.1 Rights of employee organizations

COURT DECISIONS
Downs v. Los Angeles Unified School District, (9th Cir. 2000) 228 F.3d 1003


ATTORNEY GENERAL OPINIONS


PERB RULINGS

California Federation of Teachers, Local 1931 v. San Diego Community College District (2001) PERB Order #1467 (26 PERC 33014)

Management Resources:

CSBA PUBLICATIONS


WEB SITES

CSBA: http://www.csba.org

Office of the Attorney General, Dept. of Justice: http://caag.state.ca.us/

Public Employment Relations Board: http://www.perb.ca.gov

Policy FRESNO UNIFIED SCHOOL DISTRICT

adopted: June 25, 1992 Fresno, California

revised: October 8, 1998

reviewed: May 6, 2004

reviewed: December ________, 2014