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OFFICE OF GENERAL COUNSEL

MEMORANDUM

TO: ALL AVUHSD EMPLOYEES
FROM: BRIDGET L. COOK, GENERAL COUNSEL
SUBJECT: EMPLOYEE POLITICAL ACTIVITIES
DATE: 9/16/2011

With the November election just around the corner, it is appropriate to remind all District employees of current state law and District policy regarding employee political activities. All employees must adhere to AVUHSD Board Policy 1311 as it relates to "Political Activities of School Employees." Please review the following board policy which includes legal references pertaining to political activities. Thank you for your cooperation and attention to this matter.

BOARD POLICY 1311 Community Relations Participation In Community Life

In order to enhance communication between the community and the schools, employees shall be encouraged to participate in community affairs.

Political Activities of School Employees

The right of school employees to engage in political activity on their own time is guaranteed by law. On the other hand, school employees have an obligation not to engage in or permit improper use of school time, school materials, or school facilities for campaign purposes. The employees' primary obligation is to their work as employees of this district. Under no circumstances should school personnel:

1. Solicit support or campaign contributions on school property during hours of duty.
2. Use school equipment for reproductions of campaign materials or school mail service for distribution of campaign brochures.
3. Distribute campaign materials on school property.
4. Place campaign brochures or related materials in the hands of students at any school.
5. Engage in political activities on school premises during duty hours.

While school employees should not conduct meetings for political discussion on school property during duty hours, they and other citizens have the right to use schools for meetings under the Civic Center Act.

Legal Reference:

EDUCATION CODE

7050-7057 Political activities of school officers and employees

40040-40047 Use of school property for public purposes

adopted: November 13, 1990 Lancaster, California

Policy revised: November 17, 1999