

CLASSIFICATION: All Personnel**ADOPTED: 5/10/95****REVISED: 12/9/98****SUBJECT: Political Activities of Employees****PAGE: 1 of 2**

The County Board of Education and the County Superintendent of Schools respect the right of employees to engage in political activities on their own time. When engaging in political activities, employees shall make it clear that they are acting as individuals and not as representatives of the San Diego County Office of Education. Employees have an obligation to prevent the improper use of time, materials, or facilities for political campaign purposes.

Under no circumstances shall employees:

1. Conduct political activities in San Diego County Office of Education facilities during duty hours.

Duty hours means the span of paid time between the time the employee reports for his/her work shift through the time the employee ends duty for the same shift. For management employees, duty hours means assigned work hours. Lunch periods and nonwork periods away from the workplace are excluded.

2. Solicit campaign support or contributions in San Diego County Office of Education facilities during duty hours.
3. Use San Diego County Office of Education equipment, materials, and facilities for the reproduction of campaign materials.
4. Post or distribute campaign materials in San Diego County Office of Education facilities.
5. Disseminate campaign materials through San Diego County Office of Education mail or e-mail service or place them in staff mailboxes.
6. Permit the use of students to write, address, or distribute campaign materials.
7. Present viewpoints on particular candidates or ballot measures in the classroom without giving equal time to the presentation of opposing views.

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8. Wear buttons or articles of clothing that express political opinions on ballot measures or candidates during instructional time.

Nothing in this policy shall prevent the dissemination of information regarding school tax and/or bond elections.