

## Policy 4119.25: Political Activities Of Employees

### Certificated Personnel

The ~~Board of Education~~ Governing Board recognizes the importance of political activity, voting, and civic engagement, and respects the right of ~~school district~~ employees to engage in political discussions and activities as individuals on their own time and at their own expense. ~~On such occasions~~ When engaging in such activities, employees shall make it clear that they are acting as individuals on their own behalf and not as representatives of the district.

~~Like other community members, employees may use school facilities for meetings~~ District employees, as members of the community, may use school facilities for meetings, including political activities, as permitted under the Civic Center Act and district policy.

Employees shall refrain from prohibited political activities identified in law, Board policy, and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.