Please remember that it is best to avoid taking pictures or posting any pictures or messages on social media that may be seen as supporting or opposing a candidate or ballot measure while on district time.

**QUESTION:** I would like to do what I can do at school to create public awareness of school funding issues and to build support for properly funding public education, but I am wondering what I may do while still complying with all legal and district requirements. For instance, does it violate the law to wear a #RedforEd shirt at school?

**ANSWER:** Generally speaking, no, it does not violate the law. The law prohibits wearing any shirts while on duty that support or oppose any candidate or ballot measure. For a ballot measure, this prohibition goes into effect once an application for a serial number is filed with the Secretary of State, as was recently done with the Invest in Education Act (“Invest in Ed”). A basic “#RedforEd” shirt worn in support of funding public education will not be found to violate the law unless it includes some additional content that promotes or opposes a candidate or ballot measure, such as “Down with D***” or “Vote Yes on Prop ABC.”

Even though these shirts generally do not violate the law, some school districts have imposed stricter dress codes that may prohibit a variety of “message” shirts. If that is the case at your district, you are generally still permitted to wear red in support of the movement. Remember that many districts will also permit you to wear your local association or AEA shirts. Check with your district as to the rules at your school.

**QUESTION:** There are so many different shirts with different messages out there. How do I tell if a given shirt, vest, or other article of clothing is legally out of bounds so that I know not to wear it at school?

**ANSWER:** You take a look at the shirt or vest itself and ask yourself whether a reasonable person would find that the shirt or vest, taken as a whole, supports or opposes a candidate or ballot measure. Any message communicated via a shirt or vest worn at school should be free from advocacy (for or against a candidate or ballot measure, such as Invest in Ed), any misleading tendencies or omissions, and any partisan coloring (presumably including a bias or bent for or against).
**QUESTION:** May I display bumper stickers or hand-painted signs on my car in support of #RedforEd or Invest in Ed while it is at school?

**ANSWER:** Yes, you may! Please make sure that your car is parked in the staff lot and is moved daily.

**QUESTION:** May I advocate for Invest in Ed and circulate petitions when I’m not on district time?

**ANSWER:** Yes! You may advocate for Invest in Ed, circulate petitions, and exercise other rights as a citizen if you do so outside of working hours (or while taking approved leave) and are outside of the classroom or other instructional setting. Accordingly, you may act as an advocate or circulate petitions in your capacity as a private citizen if you are off duty (and not supervising anyone or organizing an event) at a school-sponsored extracurricular activity, such as an athletic event. You may also rent or lease space from the district for an association meeting organized to support a petition for a ballot measure. Moreover, your district can’t retaliate against you for engaging in such activities on your own time or, under most circumstances, for advocating for public school funding in your capacity as a citizen.

**QUESTION:** What should I do if my district won’t let me do these things?

**ANSWER:** If you are a member, please contact your local association or AEA Help Desk (www.aeahelpdesk.org or (877) 820-1983) for your advocacy needs.

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This is an informational publication of the Arizona Education Association Legal Department. This publication is for informational purposes and is not intended as a substitute for legal or other professional advice based on or addressing one’s specific circumstances.