

Salinas Union High School District

All Personnel

Regulation #4012.3

OATH OR AFFIRMATION

All public employees are disaster service workers. As such, before beginning employment with the District, employees must take the oath or affirmation required by law. In the event of natural, manmade or war-caused emergencies that result in conditions of disaster or extreme peril to life, property and resources, all District employees are subject to disaster service activities as assigned to them by their supervisors. (Government Code [3100-3102](#))

(cf. [3516](#) - Emergencies and Disaster Preparedness Plan)

The Superintendent or designee shall administer the above oath when District employees are hired.

Legally employed non-citizens shall be exempt from taking this oath. (Government Code [3101](#))

At the advice of legal counsel, the Superintendent or designee may exempt a prospective employee from taking the above oath if he/she raises a valid religious objection.

Legal Reference:

EDUCATION CODE

60 Persons authorized to administer and certify oaths

[44334](#) Oath or affirmation required for credential

[44354](#) Administration of oath required for credential

GOVERNMENT CODE

[3100-3109](#) Oath or affirmation of allegiance

CALIFORNIA CONSTITUTION

Article 20, Section 3 Oath of office

COURT DECISIONS

Chilton v. Contra Costa Community College District 55 Cal. App. 3d 544 (1976)

Vogel v. County of Los Angeles (1967) 68 Cal. 2d 18, 22

Reviewed: 8/05