

TEHAMA COUNTY DEPARTMENT OF EDUCATION  
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OATH OF ALLEGIANCE FOR PERSONS EMPLOYED BY A  
SCHOOL DISTRICT OF THE STATE OF CALIFORNIA

(Required by Chapter 8, Division 4, Title 1 of Government Code)

State of California    )  
  ss  
County of Tehama    )

I, \_\_\_\_\_, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

Signature of Employee\_\_\_\_\_

Witness:

Taken, subscribed and sworn (or affirmed) to before me this \_\_\_\_ day of\_\_\_\_\_,  
\_\_\_\_\_.

\_\_\_\_\_  
Signature of Authorized Official

**Chinny Clawson, Human Resources Analyst**  
\_\_\_\_\_  
Name and Title of Authorized Official



## TEHAMA COUNTY DEPARTMENT OF EDUCATION

As a California city, county, or state agency or public district employee, you may be called upon as a disaster service worker in the event of an emergency. The following information will help you understand your role and obligation.

### **Public Employee Disaster Service Worker Status**

California Government Code

Section 3100-3109

*It is hereby declared that the protection of the health and safety and preservation of the lives and property of the people of the state from the effects of natural, manmade, or war-caused emergencies which result in condition of disaster or extreme peril to life, property, and resources is of paramount state importance...in protection of its citizens and resources, all public employees are hereby declared to be disaster service workers...*

*All disaster service workers shall, before they enter upon the duties of their employment, take and subscribe to the oath or affirmation...*

#### **What does disaster service mean?**

Disaster service means all activities authorized by and carried out pursuant to the California Emergency Service Act\*.

#### **Who is included in the disaster service worker status?**

All public employees are included in the disaster service worker status which are all persons employed by any county, city, state agency or public district.

#### **What are the scope of duties of employee disaster service workers?**

Any public employees performing duties as a disaster service workers shall be considered to be acting within the scope of disaster service duties while assisting any unit of the organization or performing any act contributing to the protection of life or property or mitigating the affects of an emergency.

#### **How are public employees assigned disaster service activities?**

Public employees are assigned disaster service activities by their superiors or by law to assist the agency in carrying out its responsibilities during times of disaster.

**What is the oath or affirmation referred to in the government code?**

Before entering upon the duties of employment, all public employees take and subscribe to the oath or affirmation set forth in the California Constitution that declares them to be disaster service workers in time of need.

**When do public employees take the oath or affirmation?**

Most public employees sign the oath of affirmation during the hiring process and it is kept with the employer.

**When do public employees acting as disaster service workers get paid?**

Public employees acting as disaster service workers get paid only if they have taken and subscribed to the oath or affirmation.

**Can disaster service workers be sued for actions taken while performing duties?**

Public employee disaster service workers for non-profit organizations and government cannot be held liable for their actions during a disaster while acting within the scope of their responsibilities.

**What if public employees are injured while action as disaster service workers?**

Claims sustained by public employees while performing disaster services shall be filed as worker compensation claims under the same authorities and guidelines as with all employees within their agency.

*As a public employee, you may be called upon to assist in the event of fire, flood, earthquakes, or other nature or manmade disasters.*

For further information, please visit the following websites:

\*California Emergency Services Act

<http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=08001-09000&file=8550-8551>

California Government Code 3100-3109

<http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=03001-0400&file=3100-3109>

The California Constitution Oath or Affirmation

[http://www.leginfo.ca.gov/.const/.article\\_20](http://www.leginfo.ca.gov/.const/.article_20)

Governors Office of Emergency Services

[http://www.oes.ca.gov/Operational/OESHome.nsf/PDF/Laws&RegsCalCodePDFs/\\$file/Ch2.3\\_20DSW.pdf](http://www.oes.ca.gov/Operational/OESHome.nsf/PDF/Laws&RegsCalCodePDFs/$file/Ch2.3_20DSW.pdf)