THE TEACHER/CITIZEN AND FIRST AMENDMENT RIGHTS

The Board recognizes that teachers and other employees of the school district have a dual role in their relationship with the public which complicates decisions from time to time concerning responsibility. Teachers, especially may have to choose between their responsibilities as professionals employed by the school system on the one hand, or as members of the community on the other when differences of opinion arise concerning goals or operations of the school.

The Board believes that the first amendment rights of teachers and other staff members must be protected. The Board also believes that the schools and Board should not be subjected to unfair, unwarranted, or malicious attacks from within. The Board directs the Superintendent or his designee to work up a carefully designed procedure for handling differences of opinion between the Board and the staff which will have at least the following characteristics:

1. Protect and guarantee each employee's first amendment rights.

2. Set guidelines for helping teachers distinguish between their professional employee relationship responsibilities and their duties as lay citizens.

3. Establish procedures for handling grievances.

4. Provide for channels of communication within the school system to enable employees to have access to policy positions of the Board, regulations developed by the administration, and prompt notification of events and pertinent fact.

Adopted: November 9, 1987

Reviewed: July 13, 1998