

## **RELATIONS BETWEEN PUBLIC AND SCHOOL PERSONNEL**

The board recognizes that teachers and other employees of the school district have a dual role in their relations with the public that complicates decisions from time to time concerning responsibility.

Teachers, especially, may have to decide 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 schools.

The board believes that the First Amendment rights of teachers and other employees must be protected. The board also believes that the schools and board should not be subject to unfair, unwarranted, or malicious attacks from within.

To help achieve those two goals, the board instructs the administration to confer and work with employees or employee groups in setting up a carefully designed procedure for handling differences of opinion between board and staff, which will have at least the following characteristics:

1. A guarantee of each employee's First Amendment rights.
2. Procedures, including arbitration, for handling grievances so that prosecutor, judge and jury roles are not centered in one person or group.
3. Channels of communication within the school system, giving employees access to policy positions of the board, regulations of the administration, and prompt notification of events and pertinent facts.

Policy Adopted: 12/75

Amended: 10/76

Policy Reviewed: 9/1/88