

RELATIONS BETWEEN PUBLIC AND SCHOOL PERSONNEL**BUSINESS ON SCHOOL PROPERTY**

The Board recognizes that teachers and other employees of the school district have a dual role in their relations with the public which 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 constitutional 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 organizations 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. Protect and guarantee each employee's constitutional rights.
2. Set guidelines for assisting teachers in distinguishing between their professional employee responsibilities and their lay citizen ones.
3. Establish procedures for handling grievances so that prosecutor, judge, jury and executioner are not centered in one person or group.
4. Provide for channels of communication within the school system to enable employees to have access to policy positions of the Board, regulations of the administration, and prompt notification of events and pertinent facts.

LEGAL REFERENCE**GOVERNMENT CODE**

3500 et seq.

3512 et seq.

3540 et seq.