1. Purpose

The Board acknowledges the rights of its professional employees, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the school system and its programs, however, the employee’s freedom of expression must be balanced against the interests of this District.

2. Guidelines

The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which the employee’s expression could conflict with the District’s interests. A teacher not engaged in the performance of professional duties should:

- refrain from direct expression toward any individual(s) with whom the employee would normally be in contact in the performance of duties, in order to avoid disruption of cooperative staff relationships;

- refrain from expressions that would interfere with the maintenance of discipline by school officials;
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c. refrain from making public statements which
   are known to be false or made without regard
   for truth or accuracy; and

d. refrain from threats against co-workers,
   supervisors or District officials.

Violations of these guidelines may result in
progressive disciplinary action, including
dismissal.