

**COMMUNITY RELATIONS**

**Relations Between Public and School Personnel**

The Governing Board Recognizes that teachers and other employees of the school district have dual roles in their relations with the public which complicate decisions from time to time concerning responsibility.

Teachers, especially, may have to decide between their responsibilities as professionals reemployed by the school systems 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 Governing Board believes that the Constitutional rights of teachers and other employees must be protected. The Governing Board also believes that the schools and Governing Board should not be subject to unfair, unwarranted or malicious attacks from within.

To help achieve those two goals, the Governing 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 the handling of problems and complaints. (Government Code section 3543)
4. Provide for channels of communication within the school system to enable employees to have access to policy positions of the Governing Board, regulations of the administration, and prompt notification of events and pertinent facts.

Adopted by the Board: October 13, 1978