

Policy

BOARD OF EDUCATION
HORTONVILLE AREA SCHOOL DISTRICT

SUPPORT STAFF
4310 / Page 1 of 1

EMPLOYEE EXPRESSION IN NONINSTRUCTIONAL SETTINGS

The Board acknowledges the right of its professional staff members, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the District, however, including matters related to the performance of their job duties or responsibilities, the professional staff member's expression must be balanced against the interests of this District.

The following employee expectations are adopted by the Board to help clarify and, therefore, avoid situations in which the professional staff member's expression could conflict with the District's interest.

In such situations, the employee should:

- A. state clearly that the expression represents personal views and not necessarily those of the School District;
- B. refrain from expressions that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials;
- C. not make threats or abusive or personally-defamatory comments about co-workers, administrators, or official of the District;
- D. refrain from making public expressions which the employee knows to be false or are made without regard for truth or accuracy.

Pickering v Board of Ed., 391 U.S. 563 (1968)

Cornick v Myers, 461 U.S. 138 (1983)

Heffernan v City of Paterson, 136 S. Ct. 1412 (2016)

Garcetti v Ceballos, 547 U.S. 410 (2006)

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