

**CHAPTER 9.00 – SCHOOL-COMMUNITY RELATIONS AND
INTERLOCAL AGREEMENTS**

**CIVILITY AND ORDERLY CONDUCT AMONG SCHOOL DISTRICT
EMPLOYEES, PARENTS, AND THE PUBLIC**

9.63*

The School Board recognizes that education of children is a process that involves a partnership between a child's parents, teacher, school administrators, and other school and School Board personnel. The School Board recognizes that parental participation in their child's educational process through parent/teacher conferences, classroom visitation, serving as a school volunteer, serving as a field trip chaperone, PTA participation, and other such service is critical to a child's educational success. For that reason, the School Board welcomes and encourages parental participation in the life of their child's school.

However, from time to time parents and other visitors to schools, any other District facilities, or school or district sponsored events sometimes act in a manner that is disruptive and which is threatening and/or intimidating to school and District employees.

The purpose of this policy is to provide rules of conduct for parents, other visitors to schools, and District employees which permit and encourage communication between parents, other persons, and school and District personnel concerning students or other matters and to encourage participation in school or District activities, while at the same time enabling the School Board to identify and deal with those behaviors which are inappropriate and disruptive to the operation of a school, any other District facility, or a school or district sponsored event.

It is the intent of the School Board to promote mutual respect, civility, and orderly conduct among district employees, parents, and the public. It is not the intent of the School Board to deprive any person of his or her right to freedom of expression. The intent of this policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, students, administrators, other staff, parents, and other members of the community. In the interest of presenting teachers and other employees as positive role models, the School Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

- I. Expected Level of Behavior
 - A. School and School District personnel will treat parents and other members of the public with courtesy and respect.
 - B. Parents and other visitors to schools and District facilities will treat teachers, school administrators, other school staff, and District employees with courtesy and respect.

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II. Unacceptable/ Disruptive Behavior

Disruptive behavior includes, but is not necessarily limited to:

- A. Behavior which interferes with or threatens to interfere with the operation of a school, a school classroom, an employee's office or office area, areas of a school or facility open to parents/guardians and the general public, areas of a school or facility which are not open to parents/guardians and the general public, or a school or district sponsored event;
- B. Using loud and/or offensive language, swearing, cursing, using profane language, or display of temper;
- C. Threatening to do bodily or physical harm to a teacher, school administrator, school employee, or student regardless of whether or not the behavior constitutes or may constitute a criminal violation;
- D. Damaging or destroying school or School Board property;
- E. Any other behavior which disrupts the orderly operation of a school, a school classroom, any other School Board facility, or a school or district sponsored event; or
- F. Abusive, threatening, or obscene e-mail or voice mail messages.

III. Parent Recourse

Any parent who believes he/she was subject to unacceptable/disruptive behavior on the part of a staff member should notify the staff member's immediate supervisor.

IV. Authority of School Personnel:

A. Authority to Direct Persons to Leave School or School Board Premises

Any individual who displays the following behavior may be directed to leave the school, school board premises, or the site of a school or district sponsored event by a school's principal or assistant principal, or in their absence a person who is lawfully in charge of the school or any district-level administrator:

- 1. Disrupts or threatens to disrupt school or District operations or the operations of a school or district sponsored event;
- 2. Threatens to or attempts to do or does physical harm to School Board personnel, students, or others lawfully on a school, School Board premises, or the site of a school/ district sponsored event;

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3. Threatens the health or safety of students, School Board personnel, or others lawfully on a school, School Board premises, the site of a school or district sponsored event;
4. Intentionally causes damage to school, School Board property, or property of others lawfully on a school campus, School Board premises, or the site of a school or district sponsored event;
5. Uses loud or offensive language; or
6. Enters a school district facility or the site of a school or district sponsored event without authorization.

If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the offender threatens personal harm, the employee may contact law enforcement.

B. Authority to Deal with Persons Who Are Verbally Abusive

If any member of the public uses obscenities or speaks in a demanding, loud, insulting, and/ or demeaning manner, the employee to whom the remarks are directed shall calmly and politely warn the speaker to communicate civilly. If the verbal abuse continues, the employee to whom the remarks are directed may, after giving appropriate notice to the speaker, terminate the meeting, conference, or telephone conversation.

If the meeting or conference is at a school, on School Board premises, or the site of a school or district sponsored event, any employee may request that an administrator or other authorized personnel direct the speaker to promptly leave the premises. If the person refuses to leave the premises as directed, the administrator or other authorized personnel shall seek the assistance of law enforcement and request that law enforcement take such action as is deemed necessary. If the employee is threatened with personal harm, the employee may contact law enforcement.

C. Abusive, Threatening, or Obscene E-mail or Voice Mail Messages

If any District employee receives an email or voice mail message which is abusive, threatening, or obscene, the employee is not obligated to respond to the e-mail or return the telephone call. The employee may save the message and contact his or her immediate supervisor. If the message threatens personal harm, the employee may contact law enforcement.

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V. Intent

It is the intent of the School Board to promote mutual respect, civility, and orderly conduct among District employees, parents, and the public. It is not the intent of the School Board, however, to deprive any person of his or her right to freedom of expression. The intent of this policy is to maintain, to the greatest extent reasonably possible, a safe, harassment-free workplace for teachers, students, administrators, other staff, parents, and other members of the community. In the interest of presenting teachers and other employees as positive role models, the School Board encourages positive communication and discourages disruptive, volatile, hostile, or aggressive communications or actions.

STATUTORY AUTHORITY:

**1001.41, 1001.43, F.S.;
ARTICLE IX, SECTION 4, FLORIDA CONSTITUTION**

LAW(S) IMPLEMENTED:

1001.42, F.S.

HISTORY:

**ADOPTED: 04/15/08
REVISION DATE(S): N/A
FORMERLY: NEW**