



Capital School District

Board of Education Policy

Section: Human Resources
Title: Staff Relations
Policy #: 500-23
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STAFF-COMMUNITY RELATIONS

The signing of a teacher's contract with the Capital School District by an individual not only assures his/her professional services, but implies an awareness by the individual that his/her actions as a member of the Capital School District staff will likewise reflect back onto the district. Therefore, the Capital School District Board policy is such that this implied obligation of the individual is part of the legal contract for services rendered.

Each Capital School District staff member, therefore, must, in the eyes of the Board of Education, act in a manner that in no way violates this implied commitment of the individual. The individual must be aware of the fact that he, or she, represents a position within the community and is always visible and, therefore, he or she must act accordingly.

Pornography in the classroom, profane or inappropriate language, unprofessional conduct, and excessive expression of personal biases or doctrine is not acceptable to the Board of Education. Freedom of expression within reasonable guidelines and the objective teaching of controversial materials, are, however, not prohibited unless it is offensive by the nature of its presentation or intent. (See administrative procedures.)

STAFF PARTICIPATION IN COMMUNITY ACTIVITIES

The Board of Education is aware of the importance of teachers and other school personnel in relation to communications and interpretations of the school program to parents and the community at large. The Board of Education encourages the participation of its staff in community activities that result in a high professional image resulting for the participating staff member.

Community activities that do not result in this type of high professional image for the participating staff member are not approved by the Board of Education of the Capital School District.

STAFF PUBLIC APPEARANCES

All public appearances by the Capital School District staff members shall be within the boundaries of the state and federal law and shall in no way discredit the image of the Capital School District in the eyes of the youth and the public.