

The Caldwell School District No. 132 Board of Trustees recognizes that employees have the right to express their personal opinion regarding the issues facing our society. However, as the employee's personal opinion may be inconsistent with a position taken by the board, district administrators, co-workers, and district patrons, it is inappropriate for employees to fail to distinguish their role as a district employee from a private citizen in such communications, as defined below.

District employees are prohibited from:

1. Making any written or oral communication, which implicitly or explicitly states that the employee's representations are authorized or endorsed by the district's Board of Trustees or administration, unless specifically authorized to do so.
2. Using district letterhead, envelopes, logo, email or other computer or network services of the school district, etc., for any purpose other than for those communications directly related to the employee's official responsibilities.
3. Using district letterhead or envelopes, or affixing the district logo, etc., to the employee's personal communications.

COMMUNICATIONS WITH THE NEWS MEDIA

The district administration has a legitimate interest in being directly involved in all communications regarding the district to the news media. Employees contacted by news media for a statement regarding issues reasonably related to the operation of the district, whether or not the issue is directly related to the employee's position, must immediately refer the matter to the district offices or building principal.

This policy is not intended to limit the form or content of an employee's communications as a private citizen.



LEGAL REFERENCE:

Idaho Code Sections
33-506
33-511

FIRST READING: October 11, 1999
ADOPTED: November 8, 1999
REVISED: November 12, 2007