

GUIDELINES

The District presents the following guidelines to help employees understand and comply with the provisions of Board Policy No. 6144 (Controversial Issues) and Board Policy Nos. 4119.25, 4219.25, and 4319.25 (Community Participation, Political Activities, and Personal Items of Employees.)

These guidelines are intended to clarify the distinction between appropriate classroom items and personal items maintained by employees in their workspace.

Classroom Items

Classroom items displayed in the classroom should be consistent with District approved curricula. The following items are appropriate for classroom display:

- Curriculum visual supports
- Student work
- District provided visuals
- Positive, motivational messages, famous quotes, or messages promoting a safe learning environment for every student.

These types of items may be displayed to support and encourage students in their academic performance. Classroom items may be subject to approval by the supervisor.

Personal Items

Personal items may be displayed provided they do not distract from the academic environment. The following items are appropriate for classroom display:

- Family photos
- Personal interest items (e.g., college, athletics, flags, the arts)
- Symbols of one's culture or religious beliefs

In the classroom, personal items (size of items must be reasonable) must be displayed separate from classroom items. For a teacher, this generally means their desk and the immediate area by their desk, although if the desk is positioned in a manner that the personal items visually distract student learning, an alternative location for personal items, will be found after consultation and mutual agreement between the supervisor and the employee. For other staff members, this means a location proportionate to the space in their office, work cubicle, or work station in mutual agreement with the supervisor.

Personal items shall not endorse political candidates or ballot issues, convey messages inconsistent with the District's nondiscrimination policies, or include obscene materials.

Questions over the application of these guidelines may be brought to the direct supervisor or Assistant Superintendent for clarification. Misunderstandings over the interpretation of the policy may be brought to the Associate Superintendent of Human Resources or designee for final resolution.

