

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: N/A

Responsible Office: OFFICE OF HUMAN RESOURCES, EMPLOYEE RELATIONS DIVISION

STAFF COMMUNICATION RELATED TO EMPLOYEE ISSUES

A. PURPOSE

To provide guidance regarding expectations of staff conduct concerning communication with students related to employee and union issues.

B. ISSUE

Staff communications should be professional in nature. At times, employee issues or disputes arise. When such issues arise, whether involving an individual employee or group of employees, with or without the involvement of an employee organization, students should not be informed of, or involved in, such disputes by receiving information regarding such topics from their educators.

C. POSITION

1. Employee organizations are groups that have a primary or significant purpose to represent employees on a variety of issues.
2. Employees and employee organizations may not distribute to students, give to students for intended distribution by the students to others, or convey orally to students any materials or information relating to any employee disputes or employee organization disputes with the Board of Education of Anne Arundel County (Board), the Superintendent, or any part of the school system administration.
3. The school day is for instructional purposes only and employees may not use time during the school day and school sponsored activities to discuss with students any employee disputes or employee organization disputes with the Board, the Superintendent, or any part of the school system administration.
4. A violation of this policy is considered employee misconduct and insubordination. Any employee who violates this policy shall be subject to appropriate disciplinary actions up to and including termination.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy History: Adopted on 02/15/17; Technical Edit 06/16/26

Note Previous Policy History: Replaces Policy 800.04A, adopted 10/05/94 and revised 02/15/17

Legal Reference: None