

Downey Unified School District

CERTIFICATED PERSONNEL

PERSONNEL PARTICIPATION IN COMMUNITY EVENTS

AR 4136

District Recognition of the Rights and Responsibilities of Employees

The District recognizes that school personnel are an integral part of the life of a community and recognition should be granted in light of participation in the cultural, social, educational, and economic development of a school district.

Participation in Financial Drives of a Community

All employees do not live in the Downey Unified School District, but since they earn their livelihood here, all personnel should feel a deep sense of responsibility to the welfare of the community. The leadership for community drives is vested in the various employee associations.

Non-resident employees should not be expected to assume a full dual civic responsibility for both their area of residence and the District, but should make an equal contribution to each.

Participation in Community Leadership Roles

Employees should be encouraged to contribute to leadership roles through their associations.

Political Participation in the Community

School employees' participation in political affairs of a community should be the same as any other citizens.

Participation in School/Community-Related Functions

All certificated staff members should consider participation in school/community-related functions during and/or after the regular school day as a part of their professional commitment. To this end they shall be

1. Active participants with the administrators and community members in the planning and scheduling of activities requiring their participation, and
2. Given adequate notice when they are requested to have a primary responsibility for the implementation of a particular activity and provided with supervisory assistance or relief when participating in school/community functions during the school day.