



DATE: March 20, 2024
TO: Board of Education
FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer
SUBJECT: Approve the Proposed Revisions to Board Policies
4119.1/4219.1/4319.1 - Civil and Legal Rights

PRESENTED BY: Michael Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Approve the proposed revisions to Board Policies 4119.1/4219.1/4319.1 - Civil and Legal Rights.

BACKGROUND INFORMATION

Board Policy 4119.1/4219.1/4319.2 – Civil and Legal Rights Policy updated to reflect NEW COURT DECISION (Kennedy v. Bremerton School District), in which the U.S. Supreme Court held that the district’s decision not to rehire a high school coach who refused to follow district direction to refrain from offering prayers openly in the presence of students after football games, violated the employee’s free exercise and free speech rights. Policy also updated to include types of retaliation prohibited when an employee is acting solely to protect a student engaged in conduct authorized by Education Code 48907 (freedom of speech and press) or 48950 (speech and other communication), and clarify that an employee is prohibited from using official authority status or influence to attempt to intimidate, threaten, coerce, or command another employee for the purpose of interfering with that employee’s right to disclose improper governmental activity

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant for Mike Shepherd, Executive Director of Human Resources

Attachments: Compared Policies