

<b>Andes Central School District</b>	<b>NEPN Code: GBCBA</b> Page 1 of 1
<b>Policy Manual</b>	

## **FREEDOM OF EXPRESSION**

When public employees make statements pursuant to their official duties: in the classroom, at board meetings, and at other meetings related to educational issues affecting the district, the employees are not speaking as citizens for First Amendment purposes, and the Constitution does not insulate their communications from employer discipline (Garcetti v. Ceballos).

Legal References: Garcetti v. Ceballos, No. 04-473 (U.S. May 30, 2006)

Adopted: January 12, 2009

Revised: