

## **PROFESSIONAL WORKING ENVIRONMENT**

13.100 The **Charter** agrees that there are standards which must exist for a professional working environment for unit members.

13.200 The **Charter** shall make every effort to see that materials, supplies and equipment shall be available at the opening of the school year.

### 13.300 Working Facilities

Within the current fiscal allocations of the **Charter**, the following standards will apply:

1. Each classroom when occupied for pupil instruction purposes will be well-lighted, appropriately heated and provided with a communication system so that an employee can communicate with the main site office.
2. The instructional area in which a teacher instructs will have a space for storage of the regular instructional supplies.
3. A clean and appropriately heated room will be provided as a staff lounge: Such room shall be cleaned by the custodial staff.
4. Each unit member will be provided with a serviceable desk and chair for the unit member's exclusive use.
5. **The** school site will have restrooms which are clean, well-lighted, appropriately heated, separate for each sex and separate from pupil's restrooms.
6. Professionally adequate and customary instructional supplies, equipment, reproduction facilities and textual materials will be provided for the teacher in a timely fashion for all instructional programs required by the **Charter**.
7. Each unit member shall have a secure assigned parking place at the work site.
8. All teachers will have access to hot water and/or disinfectant soap.

All teachers will have access to drinking water.

13.400 Nothing in this Article will prevent or limit the unit member from having access to the provisions of Article 5.

13.500 The District shall maintain Board Policy 4119.24 as set forth below:

### Academic Freedom

The **Santiago Charter Board** seeks to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which is free and open for inquiry and learning.

Teachers are expected to follow the adopted curriculum of the **Charter**. Teachers shall have the right and responsibility to present material concerning facts and concepts relating to this curriculum as long as the material is approached in an impartial and unprejudiced manner and in accordance with **Charter** policies and administrative regulations.

The Board recognizes that teachers have those constitutional rights accorded all citizens, including, but not limited to, freedom of speech, freedom of the press, freedom of assembly, and the right of due process.