

DeForest Area School District
Administrative Regulation

TITLE: <p style="text-align: center;">FACULTY JOB ACTION</p>	NUMBER: AR 3.3a(3b)
<i>Executive Limitation: EL 3, Treatment of Students (3.3a – Employee Work Rules, Certified Staff)</i>	
Recorded as Administrative Regulation: <i>Established: 3/8/04 Revisions:</i>	
Origin as Board Of Education Policy: Personnel 539.3 <i>Established: 1980 Revisions: 11/29/94, 6/12/95</i>	

This policy clarifies the authority for student dismissal and communications during a faculty job action. In case of a job action, every effort shall be made to keep the schools open. If faculty members, the District Administrator, directors, building principals, supervisors, coordinators, cause the action and all personnel not involved in the job action shall be expected to remain on duty.

Building principals shall assess the status of the situation immediately and report the following information to the District Administrator:

1. Nature of the job action
2. Total number of faculty absent, if applicable
3. Provisions taken to supervise students

After the situation is reported to the District Administrator, building principals shall be advised as to the calling of substitute teachers or others to help supervise students. The entire administrative staff shall be expected to meet with the District Administrator as frequently as deemed necessary to assist with the resolution of any problem, which may exist or develop as the result of a job action.

All staff members on duty shall be asked to assist with the control and supervision of all students until a decision is made concerning the possibility of continuing regular classroom instruction on a building by building basis.

The safety of students must be the first consideration. Therefore, steps shall be taken to assemble in the auditorium, gymnasium or multipurpose room all students who are not being supervised by a teacher in the classroom.

Students shall not be permitted to participate in any picket line during the school day that may be established. If a student refuses to obey once informed, his/her parent(s)/guardians(s) shall be notified and asked to remove him/her from the picket line.

Only the District Administrator has the authority to dismiss students in any building during a job action.

All press releases relative to any type of job action shall be issued from the District Administrator's office.

Executive Limitations

3.7 – Treatment of Staff

4.8 - Treatment of Students