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Article 13
Academic Freedom

A. Employee Member Rights and Responsibilities

The Board and the Association agree that it is an **employee's unit member's** right and responsibility to study, investigate, present, interpret and discuss all relevant facts and ideas in the field of his/her professional competence. As a professional, the **employee unit member** strives to maintain a spirit of free inquiry, open-mindedness, and impartiality in his/her classroom, **and to ensure that learning activities do not adversely reflect upon any individual or group because of race, creed, sex, gender, or ethnicity.**

The District shall include **teachers unit members** in the development of curriculum and the recommendation for the selection of teaching materials. Supplemental materials and instructional methodology may be used by **teachers unit members** in accordance with District policy and building procedures.

B. Personal and Academic Freedom Committee

Controversial issues that are related to the curriculum may be addressed in a manner that is appropriate to the maturity and intellectual/emotional capacities of the students. In the event an **employee-unit member** contemplates presenting an issue which s/he recognizes as particularly controversial by the standards of the Reynolds patrons, s/he will submit the question to a **the "Personal and Academic Freedom Committee"(PAFC)**. The PAFC will be composed of two (2) **employees unit members** appointed by the Association, two (2) administrators appointed by the Superintendent, and two (2) parents appointed by the Board. The PAFC will rule on the acceptability of the issue for the level to which it is to be presented in the light of community standards and the academic rights expressed in this article. If the **employee unit member** disagrees with the decision reached by the PAFC, s/he may appeal the decision to the Superintendent for a ruling.

This is not intended in any way to abridge the right of the Board to set limits where it deems necessary.