

Personnel - Certified

Organizations/Units

Teacher-Administrator-Board of Education Relationships

Recognizing that providing a high quality education for children is the paramount aim of this school system, and good morale in the teaching staff is necessary for the best education of the children, the board of education encourages the participation of staff members in the activities of their professional organizations and encourages the organizations to exercise their rights and responsibilities within the spirit and letter of the law:

1. The board of education, under law, has the final responsibility of establishing policies for the school system.
2. The superintendent and staff have the responsibility of carrying out the policies established.
3. The certificated teaching personnel have the ultimate responsibility of providing excellent education in the classroom.

Attainment of Goals

Attainment of the goals of the educational program conducted in the schools of the school district requires mutual understanding and cooperation among the board of education, the superintendent and administrative staff, the certificated personnel, the non-certificated personnel and other citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

Teachers and Teachers' Organization

It is recognized that teaching is a profession requiring the possession of specialized educational qualifications, and that success of the educational program conducted in the public schools of the school system depends upon the willing services of well qualified teachers, who are reasonably well satisfied with the conditions under which their services are rendered. It is further recognized that teachers have the right to join, or to refrain from joining, any organization for their professional or economic improvement and for the advancement of public education, but that membership in any organization shall not be required as a condition of employment of a teacher in the schools of the district.

Organizations/Units (continued)Employee Organizations

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee are made without regard to membership or non-membership in such organizations. Each employee is entitled to his/her individual legal or ethical rights and privileges.

Employees shall not be interfered with, intimidated, restrained, coerced or discriminated against -- either by the school system or by employee organizations -- because of their membership or non-membership in employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the board of education.

Employee organizations which meet the provisions of the law and the policies of the school system shall have the right to represent their members in matters within the scope of the law.

Policy Development and Review

The superintendent is directed to consult with appropriate personnel and employee organizations in suggesting and establishing the desired policies and regulations relating to board of education-teacher- administrator relationships and other matters as provided by law.

The board of education will consider suggested changes which will improve these relationships and promote the educational welfare of the children attending the schools of the school system.

Units

The state labor relations board will, as provided by law, consider what appropriate units should exist in this school system to provide fair employee representation and provide for effective school system operations. The state labor relations board will decide appropriateness in the light of such criteria as:

1. Community of interest of the employees
2. Established practices
3. Organizational affiliation of employees
4. Effect of size of units on school system operations

Organizations/Units (continued)

Units (continued)

5. Effect of number of units on school system operations
6. Present placement of employees on established salary schedules
7. Interfacing job relationships (i.e., nurses, librarians, counselors, teachers)
8. Funding source

Legal Reference: Connecticut General Statutes
10-153a Rights concerning professional organization and negotiations
10-153b Selection of teachers' representatives
10-153c Disputes as to elections
10-154e Strikes prohibited. Interference with the exercise of employees' rights prohibited. Hearing before state board of labor relations. Appeal. Penalty
46a-60 Unfair employment practices

Policy
approved: 8/30/99

BROOKFIELD PUBLIC SCHOOLS
Brookfield, Connecticut