

# Series 4000

4140(a)

## Personnel Certified

### Organizations and Units

**Teacher-Administrator-Board of Education Relationships.** 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. Therefore, the Board of Education encourages participation of staff members in activities of their professional organizations and encourages organizations to exercise their rights and responsibilities clearly established by 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 certified teaching personnel have the ultimate responsibility for providing excellent education in the classroom.

**Attainment of Goals.** Attainment of the goals of the educational program conducted in the schools of the district requires mutual understanding and cooperation among the Board, the Superintendent and administrative staff, the certified personnel, the non-certified personnel and other citizens of the community. Free and open exchange of views is desirable, proper and necessary.

**Teachers and Teachers' Organization.** 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 membership in any organization shall not be required as a condition of employment of a teacher in the district.

**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 district or by employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the Board.

**Policy Development and Review.** The Superintendent may consult with appropriate personnel and employee organizations in suggesting and establishing desired policies and regulations relating to Board, teacher-administrator relationships and in other matters as provided by law.

# Series 4000

4140(b)

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### Organizations and Units (continued)

The Board will annually review policies and will consider suggested revisions or additions, which will improve these relationships and promote the educational welfare of the children attending the school of the district.

**Bargaining Units.** Unit clarification petitions concerning the appropriate composition of an existing bargaining unit shall be filed with the Commissioner of Education.

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.

10-153e Strikes prohibited. Interference with the exercise of employees' rights prohibited.

46a-60 Discriminatory employment practices prohibited.

**Policy adopted: 10/8/98**

*Eastford Board of Education*