

Personnel -- Certified

Organizations/Units

Teacher-Administrator-Board of Education Relationships

Recognizing that providing a high quality education for children is the paramount aim of the Waterford school system, and good morale in the teaching staff is necessary for the best education of the children, the Waterford Board of Education (Board) 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. The Board also recognizes the following roles and responsibilities that are clearly established by law:

1. The Board, under law, has the final responsibility of establishing policies for the school system.
2. The Superintendent of Schools (Superintendent) and staff have the responsibility of carrying out the policies established.
3. The certified 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, the Superintendent and administrative staff, the certified personnel, the support staff, and other citizens of the community. To this end, free and open exchange of views is desirable, proper, and necessary.

Policy Development and Review

The Superintendent shall consult with appropriate personnel and employee organizations in suggesting policies and developing regulations.

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

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

Policy adopted: April 15, 2004

WATERFORD PUBLIC SCHOOLS
 Waterford, Connecticut