

Personnel – Certified/Non-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 Amity Regional School District (ARSD) Board of Education (Board) 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 goals of the educational program conducted in the ARSD schools 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 ARSD.

Employee Organizations

All employees are free to join or not 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.

ARSD will not deduct "agency fees" from a non-members wages, nor may a union otherwise collect "agency fees" from a non-member, without the non-member employee's affirmative consent.

Employees shall not be interfered with, intimidated, restrained, coerced, or discriminated against

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either by ARSD 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 shall consult with appropriate personnel and employee organizations in suggesting and establishing desired policies and regulations relating to Board of Education-teacher-administrator relationships and in other matters as provided by law.

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 ARSD schools.

Agreements

All articles included in negotiated agreements with employees shall have the effect of Board policy. In cases of conflict between negotiated agreements and Board policies or administrative regulations, the agreements shall take precedence.

Bargaining Units

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

Filing of Education Administrative Personnel Contracts

The Board will file, in accordance with the requirement of Section 157 of June Special Session, Public Act 17-2, a signed copy of any contract for administrative personnel with the Town Clerk who shall post a copy of such contract on the Town's website. (A regional board of education shall file a copy of such contract with town clerk in each member town, and town clerk shall post a copy of the contract on the Town's website.)

"A signed copy of any contract for administrative personnel" is interpreted as referring to: (1) any collective bargaining agreement with administrators and (2) any individual signed employment contracts for administrative personnel.

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.

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June 2017 Special Session PA 17-2, Section 157
Janus v. AFSCME Council 31.585 U.S. _____ 138 S. Ct. 248 (June 27,
2018)