

ARTICLE IV -- COUNCILS

Faculty Councils

Establishment

4.1 It is the desire of the Board and the Association to encourage the formation of a Faculty Council in each school. The establishment of said council is the responsibility of the Association. All faculty members, except non-teaching administrative personnel, shall be eligible to vote in the election of council members.

Purpose

4.2 The basic purpose of the Faculty Council is to establish and maintain positive relationships and communications among the faculty and staff. The council shall also serve as the vehicle by which proposed changes in existing policies and practices, and new policies and practices, for each school may be considered and may be subject for discussion at any Faculty Council-principal meeting.

Meetings with the Principal

4.3 Each principal shall consider the advice of the council in developing and evaluating policies and practices of the school.

4.3.1 The principal of each school shall meet with the Faculty Council at its request, for discussion of problems of mutual concern, at the earliest mutually agreeable time, but not later than five (5) duty days from the time of the request, to discuss school operation, policies, practices, questions, and concerns, as they affect individual teachers or groups of teachers. The principal may request a meeting of the Faculty Council to present the administration's concerns for Faculty Council consideration and recommendations. Upon such occasions, the Faculty Council shall meet with the principal within five (5) duty days.

4.3.2 In the event the written recommendations are not taken, the principal shall reply, giving reasons in writing within five (5) duty days whenever possible, but no later than ten (10) duty days.

Involvement of Other Personnel

4.4 Officers or staff of the Association may be invited to attend meetings at the principal's or council's request, and members of the central office staff may be invited by the principal or council to attend such meetings. Each party shall inform the other in advance when outside personnel have been invited.

Appeal

4.5 If a Faculty Council desires to pursue a problem beyond the decision of the principal, it may appeal through normal administrative channels, beginning with the Area Assistant Superintendent, except that if the complaint relates to a provision of the Agreement, the Faculty Council may file a grievance.

4.5.1 A Faculty Council may discuss any such problem with officials of the Association or the Board of Directors of the Association at any time during the above process. The Faculty Council shall not involve the general public, the Parent-Teacher Association, or the student council, until all administrative channels as outlined in this article, have been utilized. Information regarding the complaint shall not be released to the public press until administrative channels, as outlined in this article, have been utilized, except by mutual consent of the Faculty Council and the Superintendent or his/her designee.

No Sanctions

4.6 The Board and the Association agree that the Association shall not invoke "sanctions" against an individual school during the term of this Agreement. Sanctions are defined, for the purpose of this section, as actions by an association which would deem it unethical or improper for any present or future teacher to accept or continue employment in a particular school.

Meetings Regarding Professional Development

4.7 Staff members designated by the Superintendent shall meet with the Association's Instructional and Professional Development Team on a regularly scheduled basis to discuss and receive recommendations on curriculum, instruction, staff development, and delivery of such services. The parties may create subcommittees to study topics, as they deem desirable.

Consideration of Recommendation

4.7.1 The staff members designated by the Superintendent shall give careful consideration to all recommendations made by representatives of the Association concerning policies relating to curriculum and instruction, staff development, and delivery of such services.