

File: BHC

COMMUNICATION WITH SCHOOL EMPLOYEES

School Committee members should not initiate conversations with school employees about School Committee business without notifying the Superintendent. School Committee members are advised that any direct communication with school employees not authorized by the Superintendent could be misinterpreted and could do harm. Committee members who engage in irresponsible communications with school employees, or with prospective employees, their employers or their personal references risk censure by the School Committee.

School Committee members interested in visiting schools or classrooms must inform the Superintendent of such visits and make arrangements for visits through the principal of the school to be visited. Such visits will be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Committee members will be carried on only with Committee authorization.

Participation in social or public events at a school or with school personnel is not considered an "official visit." School Committee members who are parents/guardians of children in a Sharon School enjoy the rights of any other school parent/guardian, and may communicate with school personnel at any time about issues relevant to their own child(ren).

This policy does not deny the right of any employee to appeal administrative decisions to the School Committee, except those matters that are outside of the Committee's legal authority, provided the Superintendent has been notified of the forthcoming appeal and that it is processed in accord with the Committee's policy on complaints and grievances.

This policy is intended to ensure that:

1. appropriate lines of communication are followed between and among staff members, administrators and School Committee members; and
2. School Committee members respect the authority of administrators with respect to management of staff in the District.

It is explicitly recognized, however, that staff members may take an interest in School Committee business, and that many of these staff members are also residents and voters. Accordingly, nothing in this policy is intended to restrict the ability of any Sharon resident, whether or not a staff person, to communicate with their elected School Committee members about matters properly before the School Committee, or to prevent any staff member, whether or not a Sharon resident, from communicating with the School Committee on matters of policy.

Revised: March 25, 2015