

## Employee Rights

A. Pursuant to Chapter 424, Public Law, State of Maine, the Board hereby agrees that every employee of the district has the right freely to organize, any for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under color of law of the State of Maine, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred under Chapter 424, Public Laws of the State of Maine or other laws of Maine or the Constitutions of Maine and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, collective negotiations with the Board or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict any employee such rights as he/she may have under State of Maine School Laws or other applicable laws and regulations.

C. Whenever any employee is required to appear before the superintendent, Board or any committee or member thereof in a formal hearing concerning any matter which could adversely affect the continuation of that employee in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her during such meeting or interview.

D. The individual employees of M.S.A.D. #59 are to regard themselves as public employees and, as such, they are to be governed by the highest ideals of honor and integrity in all their public relationships in order that they may merit the respect and confidence of the general public.

### Rights of the Board

A. Except as otherwise specifically provided in this agreement, or otherwise specifically agreed to in writing between the parties, the determination of education policy, the operation management of the schools, and control, number, supervision and direction of the employees are vested exclusively through the board of directors to the superintendent of schools and/or his/her designee.

B. The Board, through the superintendent, has the right of direction of the working force of the district, including the right to suspend or discharge for proper cause.

C. The Board, through the superintendent, reserves the right to hire personnel for part-time work in any building or for any job classification.

Policy Adopted: 12/75

Policy Reviewed: 1/08/01

Reviewed 10/23/17

### Employee Rights and Privileges

A. Representatives of the classified employees shall be permitted to transact official business on school property, provided that this shall not interfere with, or interrupt normal school activities.

B. Classified employees and their representatives shall have the right to use school buildings at all reasonable hours for meetings. The principal of the building in question may approve, upon being notified in advance of the time and place, of all such planned meetings.

C. Classified employees **do not** have the right to use school **heavy** equipment (**Tractors, trailers, trucks etc....**) **unless prior permission is granted by Superintendent or Board Chair.**

D. Classified employees shall have the right to use a portion of the bulletin board in the lounge at the bus garage.

E. Classified employees shall have the right to use the interschool mail facilities and school mail boxes.

F. At any staff meeting called by the administration, the classified employees may be granted a period of time, the length to be determined by its own request, for a meeting with their membership.

Policy Adopted: 12/75

Amended: 11/83

Policy Reviewed: 1/08/01

Revised 10/23/17

### Employee's Responsibilities

A. In justice and fairness to the district and the tax payers, all employees shall be required to report to work on time, shall not leave the job early, shall be prompt in reporting to their assigned duties, and shall faithfully perform said duties.

B. All teachers will follow the Professional Code of Ethics.

Policy Adopted: 12/75  
Policy Reviewed: 1/08/01  
Policy Revised: 3/95  
Revised 10/23/17