



SCHOOL BUILDING PROFESSIONAL COMMITTEE Article 24 of the Professional Agreement AR Information

The purpose of School Building Professional Committee (SBPC) is to address current school concerns and to prevent future problems in Granite school buildings. The School Building Committee is an advisory panel only. Because the members of this committee represent certificated personnel as a whole, every attempt should be made to ensure representation for all constituents, not just a team, department, or small group of individuals.

The School Building Professional Committee was established to provide an orderly and professional means of improving intra-school relations, create better coordination of school programs, and improve communications among the certificated faculty and between faculty and administration. It was always the hope of the creators of the Committee that it would be a council that was active in quashing rumors, correcting misinformation, and improving morale.

It is the responsibility of the members of the Committee to allow staff a means of initiating dialog without individual or group intimidation. Each question, or concern, brought before the Committee should be considered a legitimate concern. However, **the SBPC is neither a venue for personal attacks on anyone, nor is it the forum in which to determine personnel issues.** In addition, please refer to Article 9.3 of the Professional Agreement which reads: *Faculty Meeting. The principal, in consultation with the School Building Professional Committee, will make decisions relating to faculty meetings.*

Tips for administrating the School Building Professional Committee:

1. Review the policy regarding School Building Professional Committee (Article 24 of the Professional Agreement—page 42) at the first meeting of the group.
2. Make clear the scope of the Committee's powers. Few things will sour the members more than imposing limits midway through the Committee's term.
3. Do not take sides.
4. Don't become emotionally involved in a dispute among faculty members.
5. Assume from the beginning that participants have legitimate positions.
6. Avoid interrupting each other or arguing.
7. Remember the importance of individual differences.
8. Don't be afraid to ask for clarification of a point.
9. Remember that you represent your members (not only yourself); they are relying on you for fair representation and serious consideration.
10. If problems arise regarding the School Building Professional Committee, contact GEA as soon as possible.

Thought: *"Kind words can be short and easy to speak, but their echoes are truly endless."*

—Mother Teresa

PLEASE REVIEW THIS POLICY AT THE BEGINNING OF EACH YEAR