

Personnel

Negotiations/Consultation

The Board of Trustees is legally responsible for negotiating with exclusive employee representatives on wages, hours of employment, and other terms and conditions of employment identified in law as being within the scope of representation. (Government Code 3543.2)

(cf. 4140/4240 - Bargaining Units)

In reaching agreements on employee contracts, the Board should balance the needs of staff and the priorities of the district in order to provide students with a high-quality instructional program based on a sound, realistic budget.

(cf. 0200 - Goals for the School District)

(cf. 3100 - Budget)

(cf. 4141/4241 - Collective Bargaining Agreement)

The Board believes that effective negotiations require the input of all levels of the administration. The Board shall designate the Superintendent as chief negotiator who may establish a bargaining team to assist in analyzing contract provisions and conducting contract negotiations.

The Superintendent Board with the bargaining team shall establish standards of conduct pertaining to the negotiations process and members of the bargaining team. Board meetings related to negotiations are not subject to state open meeting laws and shall be held in closed session. Matters discussed in these meetings shall be kept in strict confidence.

(cf. 4119.23 - Unauthorized Release of Confidential/Privileged Information)

(cf. 9010 - Public Statements)

(cf. 9011 - Disclosure of Confidential/Privileged Information)

(cf. 9321 - Closed Session Purposes and Agendas)

Legal Reference:

GOVERNMENT CODE

3540-3549.3 Educational Employment Relations Act

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005