

**Concerted Action/Work Stoppage**

The Board of Education recognizes the importance of maintaining positive relations with employees, employee organizations, parents/guardians and community members throughout the collective bargaining process. In the event of an impasse in negotiations, the Board shall make a good faith effort to reach an agreement with the employee organization through participation in state mediation and factfinding procedures.

During any threatened or actual withholding of services, the Board shall keep parents/guardians and community informed about the status of district negotiations, the educational program and safety measures that have been taken by the district.

When feasible, the Board desires to keep schools operating during any work stoppage. The Superintendent or designee shall take steps necessary in order to help ensure the safety of students, staff and district property during a work stoppage. Such steps shall be reported to the Board as soon as possible.

The Board recognizes that preparation is necessary to reduce disruption during a work stoppage and to ensure that students receive the education to which they are entitled. The Superintendent or designee shall develop a written plan which shall delineate actions to be taken in the event of a strike or threatened strike. The plan shall include specific responsibilities of the Board and district staff, plans to maintain district operations, appropriate student instruction and supervision, as well as communication and safety issues.

The Board believes that employees shall be held accountable for their behavior during any labor dispute. The district may take disciplinary action against employees, taking into account the seriousness of the behavior and the district's efforts to rebuild relations following the withholding of services by employees.

**Legal References:   Education Code**

35204 Contract with attorney in private practice

35205 Contract for legal services

37200-37202 Instructional days

**Government Code**

3540-3549.3 Educational Employment Relations Act, especially:

3543.5-3543.6 Unfair labor practices

3548-3548.8 Impasse procedures

Insurance Code

10116 Employee continuation of insurance coverage

United States Code, Title 29

1161-1169 Continuation coverage and additional standards for group  
health plan

Public Employment Relations Board Decisions

Fresno Unified School District, 1982, PERB Dec. No 208, 6PERC 13110

Konocti Unified School District, 1982, PERB Dec. No. 217, 6 PERC 13152

Policy 4241.6

Page 3

adopted: 05/03/05