

NEGOTIATIONS/CONSULTATION

For additional information on this subject see the current employee agreement(s) with

**TRACY TEACHERS ASSOCIATION
TRACY SECONDARY EDUCATORS ASSOCIATION**

NEGOTIATIONS/CONSULTATION (continued)

The Governing Board is legally responsible for negotiating in good faith 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)

Negotiable areas are as follows:

- Wages
- Hours of employment
- Work Year
- Health and Welfare benefits
- Leaves
- Transfer/reassignment
- Procedures and criteria for layoff of
certificated employees for lack of funds
- Causes and Procedures for disciplinary action, except
for dismissal, affecting certificated employees
- Safety conditions
- Class size
- Procedures for evaluation of employees
- Organizational security
- Procedures for processing grievances

The Board recognizes its responsibility to represent the public's interests in the collective bargaining process. The Board and/or Superintendent shall keep the public informed about the progress of negotiations and the ways in which negotiations affect District goals.

In reaching agreements on employee contracts, the Board shall 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.

The Board endorses an interest-based, non-adversarial approach to collective bargaining. The goal of negotiations shall be to reach an agreement which meets the interests of all concerned.

NEGOTIATIONS/CONSULTATION (continued)

The Board believes that effective negotiations require the input of all levels of the administration. The Board shall establish a bargaining team to assist in analyzing contract provisions and conducting contract negotiations.

The Board with its bargaining team shall establish standards of conduct pertaining to the negotiations process for individual Board members and members of the bargaining team. 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.

The Board shall provide its negotiator(s) with expected outcomes and clear parameters for acceptable contract provisions and may initiate proposals which promote the realization of District goals. The Board shall closely monitor the progress of negotiations and carefully consider how proposed contract provisions would affect the District's short- and long-term goals.

The exclusive representative of certificated staff may consult with the Board on the definition of educational objects, the determination of the content of courses and curriculum, and the selection of textbooks.

Legal Reference:

GOVERNMENT CODE

3540-3549.3 Educational Employment Relations Act

Policy Adopted:

HS BD: 11/20/85

EL BD: 7/6/82

Policy Revised:

Joint Board: 4/22/97