

ORGANIZATIONAL/UNITS

For additional information on this subject, see the current employee agreement with:

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
TRACY CHAPTER #98**

ORGANIZATIONAL/UNITS

The Governing Board recognizes the right of public school employees to join organizations of their own choice, to be represented by such organizations in the employment relationships with the district, to select one employee organization as the exclusive representative of the employees a voice in the formulation of polities or regulations which affect them. The Governing Board also recognizes that the Governing Board has the final responsibility of establishing policies for the school system, and that the Superintendent and staff have the responsibility of carrying out policies.

Attainment of the goals of the educational program conducted in the schools of the district requires mutual understanding and cooperation among the Governing Board, the Superintendent and the administrative staff, the certificated personnel, the classified personnel and other citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee are made without regard to membership or non-membership in such organizations. Each employee is entitled to his/her individual legal or ethical rights and privileges.

Employees shall not be interfered with, intimidated, restrained, coerced or discriminated against either by the school district or by employee organizations because of their membership or non-membership in employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the Governing Board.

Employee organizations which meet the provisions of the law shall have the right to represent their members in matters within the scope of the law.

The Superintendent is directed to consult with appropriate personnel and employee organizations in suggesting and establishing the desired policies and regulations relating to Governing Board-administrator-employee relationships and other matters as provided by law.

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The Board is committed to negotiating in good faith and respecting the rights of employees and employee organizations. As required by law, the Board shall negotiate only with the exclusive representative of each bargaining unit.

Legal Reference:

EDUCATION CODE

35161 Powers and duties generally

35291 Rules (re government of schools)

GOVERNMENT CODE

3540-3549.3 Public educational employer-employee relations

Policy Adopted:

HS BD: 11/20/85

EL BD: 7/6/82

TUSD: 10/28/97