Public Notice - Personnel Negotiations

Adopted: 04/21/1998 **| Last Revised**: 09/17/2024 **| Last Reviewed**: 09/17/2024

Because the Governing Board has a responsibility to represent the public's interest in negotiations with employee organizations, the Board is committed to keeping the public informed about issues being negotiated, providing members of the public an opportunity to express their views, and disclosing the position of each Board member in accordance with law.

Public Notice/Sunshining of Initial Proposals

All initial contract proposals of the Board of Education and an employee organization shall be presented at a public meeting and shall thereafter be public records.

Meeting and negotiating between district and employee organization representatives shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and to express itself regarding the proposal at a public meeting.

After the public has had an opportunity to provide input, the Board shall adopt its initial proposal at a public meeting.

New subjects of meeting and negotiating arising after the presentation of initial proposals shall be made public within 24 hours. If a vote is taken on any such subject by the Board, each member's vote also shall be made public within 24 hours.

Public Disclosure

Before entering into a negotiated agreement, the Board shall disclose, at a public meeting, the major provisions of the agreement, including but not limited to the costs that would be incurred by the district under the agreement for the current and subsequent fiscal years.

The Superintendent and chief business official shall certify, in writing, that any costs incurred by the district under the agreement can be met by the district during the term of the agreement and shall submit the certification to the Board prior to the Board's approval of the agreement. The certification shall itemize any budget revision necessary to meet the costs of the agreement in each year of its term.

A copy of the proposed agreement shall be made available to the public prior to the day of the Board meeting.

The Superintendent or designee shall prepare a summary of the major provisions and changes in the proposed agreement.

Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Legal References:

STATE

CALIFORNIA CODE OF REGULATIONS

8 CCR 32075 PERB regional office defined

EDUCATION CODE

42130-42134 Financial reports and certifications

GOVERNMENT CODE

3540.2 Meeting and negotiating in public educational employment

3547 Proposals relating to representation; informing public

3547.5 Major provisions of agreement with exclusive representation

MANAGEMENT RESOURCES

WEBSITES

CSBA District and County Office of Education Legal Services https://legalservices.csba.org/

California Public Employment Relations Board http://www.perb.ca.gov/

CSBA http://www.csba.org/

Fiscal Crisis and Management Assistance Team http://www.fcmat.org/

School Services of California, Inc. http://www.sscal.com/

California Department of Education http://www.cde.ca.gov/

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