

PTA Proposal CDE 4

JLMC for ESP Concerns

Presented by Pembroke Teachers Association on Wednesday, April 30, 2025

The Pembroke Teachers Association proposes the following new article for Units C, D, and E:

Article ____: Permanent Joint Labor-Management Committee

- A. The parties agree to form a permanent Joint Labor-Management Committee (JLMC) entitled "JLMC for ESP Concerns".
- B. The charges for this JLMC shall include, at a minimum, consideration, discussion, and action on the following issues:
 - 1. Workplace Safety & Culture
 - 2. Alignment of Policies and Practices with Contractual and Legal Guarantees
 - 3. Workplace Concerns
 - 4. Management-Member Relations
 - 5. Anticipated Changes to Work Responsibilities and/or Job Descriptions
- C. This JLMC shall include, at a minimum:
 - 1. One representative for each of the following ESP job categories and the Association, appointed by the Association:
 - a. Custodian
 - b. Maintenance
 - c. Administrative Assistant
 - d. Paraprofessional
 - e. Food Service Worker
 - f. An Association Officer
 - 2. One Administrator from each of the five (5) schools, appointed by the District.
- D. The JLMC for ESP Concerns shall meet every month that school is in session on the first Tuesday of the month at 3:45 pm, unless the Association and the District mutually agree to adjust the meeting day and/or time.
- E. The Association and the District shall maintain shared online documents to track the minutes, notes, and action items resulting from each JLMC meeting. The parties may also maintain their own, separate notes and documentation.
- F. Members assigned to the JLMC shall be allowed to attend JLMC meetings during their work hours, when applicable, without loss of pay or benefits.