



Certificated Personnel

Organizations/Units

The Governing Board recognizes the right of all certificated personnel to form, join, or support organizations or units for the purpose of collective bargaining. The Governing Board shall not interfere with the right of any employee to join or support any organization or unit, nor shall it discriminate against any employee for joining or supporting any organization or unit. The Governing Board shall also recognize the right of any organization or unit to represent its members in matters within the scope of representation provided by law and rulings of the public Employment Relations Board. (Government Code 3543.5)

Employee organizations which meet the provisions of the law shall have the right to represent their members in matters within the scope of representation provided by law and rulings of the public Employment Relations Board. (Government code 3543.1)

Policy and Regulation Development and Review

The Superintendent is directed to consult with the appropriate personnel and employee organizations in developing district policies and regulations which come within the “consultation” area described in Government Code 3543.2. All changes in policies and regulations which lie within scope of representation shall be included in the negotiations process.

The Governing Board reserves to itself the right to consult with any employee group, any employee, any student, and any members of the community in developing policies and regulations which do not fall within the two areas mentioned above. The Superintendent is directed to gather appropriate input from anyone who will be affected by a proposed policy or regulation in order to assure fairness, completeness and effectiveness for such a proposal.

The Governing Board will review the policy manual annually, and will consider revisions or additions whenever they are proposed, in order to improve board-teacher-administrator relationships and to promote the educational welfare of the children attending the schools of the district.

Legal Reference on next page



BOARD POLICY

BP 4140/4340

Adopted: 10/09/90

Page 2 of 3

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Legal Reference:

EDUCATION CODE

35010 Control of district; prescription and enforcement of rules

35160 Authority of governing boards

35161 Powers and duties generally

44805 Enforcement of course of studies, use of textbooks, rules and regulations

GOVERNMENT CODE

3502.5 Agency shop agreements; payments in lieu of dues or fees

3540-3549.3 Meeting and negotiating in public educational employment

CONTRACTS

All certificated bargaining Units

Replaces BP 325 and BP 210