



## **Certificated/Classified Personnel**

### **Concerted Action/Work Stoppage**

The governing board believes that strikes, walkouts or other strategies involving the withholding of services are clearly harmful to the public interest because they are intended to achieve material gains for employees by depriving students of the education to which they are entitled.

To serve the interests of students and the public, the board intends to keep the schools open during any work stoppage as long as the safety and welfare of students and the security of district property can be maintained.

The superintendent or designee shall maintain a plan for the safe operation of the schools in the event of a work stoppage.

In the event of a strike, a walkout, a coordinated mass use of sick leave or any other concentrated refusal of staff to perform assigned duties, the superintendent or designee shall take whatever emergency steps he/she deems necessary for the safety of students, staff and district property. Such steps shall be reported to the board as soon as possible.

When students raise questions related to a work stoppage, teachers shall be expected to approach the subject in accordance with the district's policy on controversial issues. Teachers shall not let such discussions interfere with their regular teaching responsibilities.

Students shall not carry home messages that promote or explain the position of any employee organization that is engaged in or contemplating a work stoppage.

(*cf. Resolutions 89-51, 89-53, 89-54, 89-55, 89-56, 89-57, 89-58*)

#### *Legal Reference:*

##### EDUCATION CODE

35204 Contract with attorney in private practice

35205 Contract for legal services

##### GOVERNMENT CODE

3540-3549.1 Meeting and negotiating in public educational employment

Replaces BP 220