



Classified Personnel

Organizations/Units

Staff/Administrator/Governing Board Relationships

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 in a representative unit, and to afford classified employees a voice in the formulation of policies or regulations which affect them. The Governing Board also recognizes that it has the final responsibility of establishing policies for the school system and that the Superintendent and staff have the responsibility of carrying out policies (Government Code 3543).

Attainment of Goals

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 administrative staff, certificated personnel, classified personnel and other citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

Employee Organizations

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee shall be made without regard to membership or non-membership in such organizations. Each employee is entitled to his/her individual legal or ethnical rights and privileges (Government Code 3543).

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. If an agency shop is agreed upon, employees may refuse to join or pay dues and fees to the exclusive representative and an amount of money equal to the dues and fees shall be paid to non-religious, non-labor, tax-exempt charitable organization instead (Government Code 3543).

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 (Government Codes 3543.1, 3543.5).

(cf. 4252 – Salary Checks and Deductions)



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Policy Development and Review

The Superintendent shall consult with appropriate personnel and employee organizations in suggesting and establishing policies and regulations governing Board/Administrator/Employee relationships and other matters as prescribed by law.

The Governing Board will annually review these policies and will consider suggested revisions or additions which will improve these relationships and promote the educational welfare of the children attending District schools.

Legal References:

EDUCATION CODE

35010 Control of district; prescription and enforcement of rules

35161 Powers and duties generally

35291 Rules (re: government of schools)

GOVERNMENT CODE

3540-3549.3 Public educational employer/employee relations, especially

3540.1(i) Organizational security defined

3546 Necessity of arrangement to be agreed upon by both parties; rescission

CONTRACTS

All Classified Units

(Replaces BP 4212 Adopted August 1990)