

Staff Welfare

Staff Involvement in Decision Making

The Board of Education encourages employees to offer suggested improvements in the working conditions of District employees. Employee groups may propose suggested policies, rules and procedures regarding salaries or other conditions of employment. The Board of Education, through its representatives, will meet and confer with appropriate employee representatives to discuss such proposals. The Board shall retain all powers, duties and rights provided to it established by constitutional provisions, statutes, state regulations, and board of education policies without limitation. The Board specifically retains the right to refuse any and all proposals submitted by employee groups.

**Certified Representatives of Employees** — Representatives of the Board will meet and confer with the certified employees' exclusive bargaining representatives which are acknowledged annually by petition to the Board.

**Uncertified Representatives of Employees** - If a group of employees is not represented by a certified bargaining representative, the District may recognize an appropriate representative or representatives for that group of employees if the organization seeking representative status can affirmatively demonstrate through a verified petition that it has support of a majority of the employees in the unit. Professional employees may not be represented by the same bargaining representative as nonprofessional employees unless a majority of the professional employees vote for such representation.

**Representatives of the Board** — The Board of Education's bargaining representative or representatives shall be the Superintendent or the Superintendent's designee or designees.

**Meet and Confer Process**

(1) Prior to the initial meeting between the two parties, the bargaining representatives of the employee group must present all its proposals relative to salaries and benefits for discussion to the Board's representative in writing. The representatives of the Board may also submit proposals for discussion.

(2) The Board's bargaining representative(s) will then meet, confer and discuss such proposals with the bargaining representatives of the employee group.

(3) The Board's representative(s) shall have the authority to determine when the discussions between the two parties are complete. Upon completion of the discussions, the Board's representative(s) will reduce the results of the discussion to writing and

present the written discussion results to the Board of Education for discussion or adoption or modification or rejection by the Board of Education.

(4) All Board Committee proposals are merely committee recommendations. No proposal will be enacted unless formally approved by majority vote of the Board of Education. If the employee organization objects to the resolution prepared by the Board's representative(s), the employee group may propose an alternative resolution in writing to the Board for discussion or adoption or modification or rejection by the Board.

(5) Any resolution resulting from discussions with an employee group that is adopted by the Board of Education shall be adopted as a Board of Education administrative procedure and not as a separate agreement and shall expressly state that the Board reserves the right to change the procedure unilaterally for future employment contracts.

#### No Discrimination on Basis of Organizational Activity

Employees shall have the right to form and join labor organizations and to present proposals regarding salaries or other conditions of employment through a representative of their own choosing. No such employee shall be discharged or discriminated against because of his or her exercise of such right, nor shall any person or group of persons, directly or indirectly, by intimidation or coercion, compel or attempt to compel any such employee to join or refrain from joining a labor organization