

AR 4141 Collective Bargaining Agreement

The Board of Trustees of the Etiwanda School District shall recognize an employee organization as exclusive representative for the purposes of collective bargaining according to the statutory guidelines and procedures stated in the *California Government Code* section 3544; *Education Code* section 45060 and Title II of the *California Administrative Code*, sections 33000, 33640 both district and employee organization shall follow appropriate guidelines pursuant to fulfilling their respective responsibilities in this procedure.

The scope of negotiations for a collective bargaining agreement as stated in *Government Code* section 3543.2, will be strictly construed by the Board of Trustees. The definitions of the three (3) categories are as follows:

1. Mandatory subjects of representation are limited to matters relating to wages, hours, or employment, and other terms and conditions of employment as defined, according to *Government Code* section 3543.2 and decisions of the Public Employment Relations Board.
2. The Board of Trustees will also freely consult with the exclusive representative within the rights granted to them by *Government Code* section 3543.2 concerning: definition of education objectives, determination of course content and curriculum and selection of textbooks.
3. All matters not specifically enumerated are reserved to the employer and may not be subject to meeting and negotiating. However, the Governing Board reserves to itself the right to consult with any employee groups on any matter outside the scope of representation. Consultation procedures and processes are not negotiable. The Governing Board views healthy consultation between and among the Board of Trustees, administration and employee groups as being highly desirable.

The following shall be considered basic procedures for the Board of Trustees and the certificated employee's exclusive representative in negotiating a valid collective bargaining agreement.

Either party may utilize the services of outside consultants to assist in negotiations.

The superintendent or designee, as the Board of Trustees representative, shall act as the chief executive officer of the Board of Trustees in all matters of concern to employee organizations.

Following conference on matters of policy necessitating Board of Trustees action, the superintendent or designee shall present recommendations to the Board of Trustees for consideration.

Procedures for Initial Negotiating Proposals

1. Prior to meeting and negotiating, initial negotiating proposals of the exclusive representative or of the Board of Trustees, within the meaning of *Government Code* sections 3543.2 and 3547, shall be made available to the public. After a reasonable time, the Board of Trustees, at a public meeting shall provide the public an opportunity to comment regarding the initial proposals.
2. Initial negotiating proposals in response to proposals processed under paragraph "a" above, within the meaning of *Government Code* sections 3543.2 and 3547, shall be made available to the public. After a reasonable time the Governing Board, at a public meeting, shall provide the public an opportunity to comment regarding the initial response proposals.

AR 4141 Collective Bargaining Agreement (continued)

Procedures for New Subject of Meeting and Negotiating

1. New subjects of meeting and negotiating, within the meaning of *Government Code* sections 3543.2 and 3547, arising after the presentation of initial negotiating proposals, shall be made public within twenty-four (24) hours by filing copies available for public inspection at the district office.
2. If any vote is taken by the Board of Trustees on a new subject of negotiations, the Board shall make the roll call vote available as a matter of public record within twenty-four (24) hours of the time of the vote.

Board Approved:

August 19, 2004

Effective Date: August 19, 2004