

## **4141.6      Concerted Action/Work Stoppage**

The Governing Board recognizes the importance of maintaining positive relations with employees, employee organizations, parents/guardians and community members throughout the collective bargaining process. In the event of an impasse in negotiations, the Board shall make a good faith effort to reach an agreement with the employee organization through participation in state mediation and factfinding procedures.

During any threatened or actual withholding of services, the Board shall keep parents/guardians and community informed about the status of district negotiations, the educational program and safety measures that have been taken by the district.

When feasible, the Board desires to keep schools operating during any work stoppage. The Superintendent or designee shall take steps necessary in order to help ensure the safety of students, staff and district property during a work stoppage. Such steps shall be reported to the Board as soon as possible.

The Board recognizes that preparation is necessary to reduce disruption during a work stoppage and to ensure that students receive the education to which they are entitled. The Superintendent or designee shall develop a written plan which shall delineate actions to be taken in the event of a strike or threatened strike. The plan shall include specific responsibilities of the Board and district staff, plans to maintain district operations, appropriate student instruction and supervision, as well as communication and safety issues.

The Board believes that employees should be held accountable for their behavior during duty hours, including during any labor dispute. Absences from work for purposes of participating in a work stoppage shall not be paid, nor shall employees receive STRS credit for such absences. Unprofessional conduct that occurs during a work stoppage shall be subject to disciplinary action to the same extent as other unprofessional conduct.

**Board Approved:**

August 19, 2004

Effective Date: August 19, 2004