

**EL DORADO UNION HIGH SCHOOL DISTRICT
BOARD POLICY**

Certificated/Classified Personnel

**PUBLIC NOTICE/
PERSONNEL NEGOTIATIONS
BP 4143.1 / 4243.1**

Because the Governing Board has a responsibility to represent the public's interest in negotiations with employee organizations, the Board is committed to keeping the public informed about issues being negotiated, providing members of the public an opportunity to express their views, and disclosing the positions of Board members in accordance with the law.

(cf. 1112 - Media Relations)
(cf. 4141/4241 - Collective Bargaining Agreement)
(cf. 9000 - Role of the Board)
(cf. 9010 - Public Statements)
(cf. 9011 - Disclosure of Confidential / Privileged Information)

PUBLIC NOTICE/SUNSHINING OF INITIAL PROPOSALS

All initial contract proposals of the Board and an employee organization which relate to matters within the scope of representation shall be presented at a public meeting and shall thereafter be public records. *(Government Code 3547)*

(cf. 1340 - Access to District Records)
(cf. 9321 - Closed Session Purposes and Agendas)
(cf. 9321.1 - Closed Session Actions and Reports)

Meeting and negotiating between district and employee organization representatives shall not take place on these initial proposals until a reasonable time has elapsed after the submission of these proposals to enable the public to become informed and to express itself regarding the proposals at a public Board meeting. *(Government Code 3547)*

After the public has had an opportunity to provide input, the Board shall adopt its initial proposal at a public meeting. *(Government Code 3547)*

New subjects of meeting and negotiating arising after the presentation of initial proposals shall be made public within 24 hours. If a vote is taken on any such subject by the Board, each member's vote also shall be made public within 24 hours. *(Government Code 3547)*

PUBLIC DISCLOSURE OF PROPOSED AGREEMENT

Before entering into a written agreement covering matters within the scope of representation, the Board shall disclose, at a public meeting, the major provisions of the agreement, including but not limited to the costs that would be incurred by the district under the agreement for the current and subsequent fiscal years. *(Government Code 3547.5)*

**PUBLIC NOTICE/
PERSONNEL NEGOTIATIONS (continued)**

BP 4143.1 / 4243.1

Note: Government Code 3547.5 requires the Superintendent and chief business official to certify that the costs under the agreement can be met by the district during the term of the agreement and to itemize any budget revision necessary to meet the costs of the agreement in each year of its term. If the Board does not approve the necessary budget revisions, the County Superintendent of Schools is required to issue a qualified or negative certification for the district on the next interim report. Because Government Code 3547.5 requires that the certification be prepared in a format similar to that of the fiscal reports required by Education Code 42130 and 42131, the certification by the Superintendent and chief business official may be "positive," "negative," or "qualified."

The Superintendent and chief business official's certification shall be submitted to the Board prior to the Board's approval of the agreement. It is recommended that labor negotiators be instructed to make any agreements contingent on the certification and that district legal counsel be consulted as appropriate.

The Superintendent and chief business official shall certify, in writing, that any costs incurred by the district under the agreement can be met by the district during the term of the agreement and shall submit the certification to the Board prior to the Board's approval of the agreement. The certification shall itemize any budget revision necessary to meet the costs of the agreement in each year of its terms. (*Government Code 3547.5*)

(*cf. 3460 - Financial Reports and Accountability*)

A copy of the proposed agreement shall be made available to the public prior to the day of the Board meeting.

The Superintendent or designee shall prepare a summary of the major provisions and changes in the proposed agreement.

Legal Reference:

EDUCATION CODE

42130-42134 Financial reports and certifications

GOVERNMENT CODE

3540.2 Meeting and negotiating in public educational employment

3547 Proposals relating to representation; informing public, adoption of proposals; new subjects; regulations

3547.5 Major provisions of agreement with exclusive representative

CODE OF REGULATIONS, TITLE 8

32075 PERB regional office defined

Management Resources:

CSBA PUBLICATIONS

Collective Bargaining DVD-ROM

Maximizing School Board Governance: Collective Bargaining

Public Notice and Disclosure, Resource Guide for Employment Relations, December 1996

**PUBLIC NOTICE/
PERSONNEL NEGOTIATIONS** (continued)

BP 4143.1 / 4243.1

CDE MANAGEMENT ADVISORY

0515.92 Public Disclosure of Collective Bargaining Agreements, 92-01

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Fiscal Crisis and Management Assistance Team: <http://www.fcmat.org>

Public Employment Relations Board: <http://www.perb.ca.gov>

School Services of California: <http://www.sscal.com>