

## **PERSONNEL**

### **PUBLIC NOTICE – PERSONNEL NEGOTIATIONS**

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 position of each Board member in accordance with law.

- (cf. 1112 - Media Relations)
- (cf. 4141/4241 - Collective Bargaining Agreement)
- (cf. 4143/4243 - Negotiations/Consultation)
- (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 Board 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 Board 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)

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### PUBLIC NOTICE – PERSONNEL NEGOTIATIONS (continued)

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 term. (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*

*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*

*CALIFORNIA DEPARTMENT OF EDUCATION MANAGEMENT ADVISORIES*

*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>*

Policy

adopted: March 26, 2002

revised: January 22, 2008

revised: April 14, 2009

**VISALIA UNIFIED SCHOOL DISTRICT**

Visalia, California

**PERSONNEL**

**PUBLIC NOTICE – PERSONNEL NEGOTIATIONS**

**Public Disclosure of Proposed Agreement**

The Superintendent or designee shall prepare a summary of the proposed agreement which shall include, but may not necessarily be limited to:

1. Major provisions of the agreement that affect compensation, such as:
  - a. Direct increases in salaries and percentage change in on-schedule salaries
  - b. Changes in health and welfare benefits
  - c. Changes in health and welfare benefit dollar contributions by the district
  - d. Changes in step and column or longevity provisions
  - e. Changes in overtime, differential, callback, and standby pay provisions
  - f. Changes in staffing ratios
  - g. One-time bonuses or off-the-schedule increases
2. Other provisions that will result in increased costs to the district even if they do not involve an increase in employee compensation, such as class-size reduction or increased number of staff development days
3. Costs of the proposed agreement, for the current and subsequent fiscal years, categorized for salaries, benefits, other compensation, and other noncompensation costs.
4. Proposed source(s) of funding for the current and subsequent fiscal years including the assumptions used to determine available resources to meet the obligations of the proposed agreement
5. Other major provisions that do not directly affect the district's costs.

Regulation  
approved: June 24, 1997  
revised: March 26, 2002  
revised: December 3, 2007 by the Board Policy Committee  
revised: March 9, 2009 by the Board Policy Committee

**VISALIA UNIFIED SCHOOL DISTRICT**  
Visalia, California