



**DATE:** January 6, 2020

**TO:** Board of Education

**FROM:** Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

**SUBJECT:** First Read and Proposed Revisions to Board Policy 4140/4240/4340  
Bargaining Units

**PRESENTED BY:** Ms. Joan Zappettini, Director of Human Resources

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**ACTION REQUESTED**

Review Proposed Revisions and Provide Direction to Bring Back to the Next Regular Board Meeting for Approval

**BACKGROUND INFORMATION**

Bargaining Units

(BP revised) Policy updated to reflect Public Employment Relations Board decisions regarding the wearing of union buttons, clarify material regarding employees in management, senior management, and confidential positions, divide material regarding "Access to Employee Orientations" and "Access to Employee Contact Information," and add section on "Communications with Employees" with material formerly in AR 4119.25/4219.25/4319.25 - Political Activities of Employees.

**PREPARED BY:**

Cynthia Friedli for Joan Zappettini, Director of Human Resources

Attachment: Compared Policy