



DATE: October 2, 2024

TO: Board of Education

FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer

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

PRESENTED BY: Mike Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Review the proposed revisions and provide direction to bring back to the next regular Board Meeting for approval.

BACKGROUND INFORMATION

Policy updated to clarify use of "employee organization," "recognized employee organization," "exclusive representative," and "bargaining unit". Additionally, policy updated to clarify Public Employee Relations Board opinions regarding when a district may restrict the wearing of union buttons, insignia, or other pictorial or written messages by employees, when a district may limit an employee organization's ability to communicate with its members, and what constitutes "reasonable restrictions" by a district. In addition, policy updated to remove outdated material related to COVID-19, and reflect NEW LAW (AB 243, 2023) which extends the Safe at Home address confidentiality protection to victims of child abduction and members of their households. Policy also updated for clarity, precision, organization, and consistency.

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments: Board Policies Compared