

Certificated Personnel

Teacher/Administrator/ Board Relationships

The Board recognizes the right of public school employees to join organizations of their own choice, to be represented by such organizations in their professional and employment relationships with the District, to select one employee organization as the exclusive representative of the employees in an appropriate unit, and to a voice in the formulation of educational policy. The Board also recognizes the following roles and responsibilities that are clearly established by law.

1. The Board has the final responsibility for establishing policies of the school system. (E.C. 35160)
2. The Superintendent and staff have the responsibility of carrying out the policies established. (E.C. 44805)
3. The certificated teaching personnel have the ultimate responsibility of providing the best possible education in the classroom.

Attainment of Goals

Attainment of the goals and objectives of the educational program conducted in the schools of the District requires mutual understanding and cooperation among the Board, the Superintendent and administrative staff, certificated personnel, classified personnel and other citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

Employee Organizations

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee shall be made without regard to membership in such organizations. Each employee is entitled to his or her individual legal and/or ethical rights and privileges. (Government Code 3543)

Employees shall not be interfered with, intimidated, restrained, coerced or discriminated against, either by the school District or by employee organizations, because of their membership or non-membership in employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the Board. (Government Code 3543.5)

Employee organizations which meet the provisions of the law shall have the right to present their members in matters within the scope of representation provided by law and rulings of the Public Employment Relations Board. (Government Code 3542.1)

Legal Reference:

EDUCATION CODE

35010 Control of District; prescription and enforcement of rules

35160 Authority of governing boards

35161 Powers and duties generally

44805 Enforcement of course of studies, use of textbooks, rules and regulations

GOVERNMENT CODE

3502.5 Agency shop agreements; payments in lieu of dues or fees

3540-3549.3 Meeting and negotiating in public educational employment

Adopted: (11-93) 6-06

ORANGE UNIFIED SCHOOL DISTRICT
Orange, California