

# LODI UNIFIED SCHOOL DISTRICT

## **REVISION** **Personnel**

Rule 4143.1  
4243.1

### **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.

### **Public Notice/**Sunshining of Initial Proposals****

All initial contract proposals of the Board of Education and an employee organization shall be presented at a public meeting and shall thereafter be public records.

Meeting and negotiating between district and employee organization representatives shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and to express itself regarding the proposal at a public meeting.

After the public has had an opportunity to provide input, the Board shall adopt its initial proposal at a public meeting.

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.

### **Public Disclosure**

Before entering into a negotiated agreement, 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.

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)

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.

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

- ~~1. Major provisions of the agreement that affect compensation, such as increase in salaries and the percentage change in salaries; changes in health and welfare benefits; changes in health and welfare benefit dollar contributions by the district; changes in step and column or longevity provisions; changes in overtime, differential, callback and standby pay provisions; changes in staffing ratios; one-time bonuses or off-the-schedule increases; percentage change of total compensation for the average represented employee.~~
- ~~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 non-compensation costs and the approximate cost of a one percent increase in total compensation.~~
- ~~4. Proposed sources(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, such as binding arbitration or grievance procedures.~~

~~A copy of the summary shall be provided to the County superintendent of schools.~~

Rule

approved: 04/21/98

revised: 12/11/01

revised: 05/03/05

revised: 01/15/08 (technical revision)