



# Huntington Beach Union High School District Board Policies and Administrative Regulations

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## Certificated Personnel

### Negotiations/Consultation

The Governing Board will strictly construe the scope of negotiations as provided in Government Code 3543.2.

Negotiable areas are as follows:

	Index Code #
Wages .....	4151
Hours of employment .....	4113.1
Work year .....	4113.3
Health/welfare/retirement benefits .....	4154, 4155
Leaves .....	4160-4162
Transfer/reassignment .....	4114
Procedures and criteria for layoff of certificated employees for lack of funds .....	4117.3
Causes and procedures for disciplinary action, except for dismissal, affecting certificated employees .....	4118
Safety conditions .....	4157-4158
Class size .....	4113.1, 6151
Procedures for evaluation of employees .....	4115
Organizational security .....	4141.4
Procedures for processing grievances .....	4144

The Governing Board will also meet and negotiate on such topics as are included under any of the above through action by the Public Employment Relations Board.

The Governing Board may hold closed sessions with its designated representative(s) prior to or during consultations with representatives of employee organizations. The purpose of these closed sessions shall be to review the Board's position and instruct its representative(s). (Government Code 54957.6)

(cf. 9321 - Closed Sessions)

Negotiations/Consultation (continued)

The Governing Board will also freely consult with exclusive representatives within rights granted to them by law on the following subjects: (Government Code 3543.2)

- Definition of educational objectives
- Determination of content of courses and curriculum
- The selection of textbooks

The Governing Board reserves to itself its unlimited right to consult with any employee groups on any matter outside the scope of representation. Consultation procedures and processes are not negotiable. The Governing Board views healthy consultation between and among Governing Board, administration and employee groups as being highly desirable.

Legal Reference:

GOVERNMENT CODE

3543.2

54957.6

Policy adopted: 1/13/87