

**NEGOTIATIONS / CONSULTATION**

The Governing Board is legally responsible for negotiating in good faith with exclusive employee representatives on wages, hours of employment, and other terms and conditions of employment identified in law as being within the scope of representation. (Government Code 3543.2)

*(cf. 4140/4240 - Bargaining Units)*

The Board recognizes its responsibility to represent the public's interests in the collective bargaining process. The Board and / or Superintendent shall keep the public informed about the progress of negotiations and the ways in which negotiations affect District goals.

*(cf. 4141.6/4241.6 - Concerted Action/Work Stoppage)  
(cf. 4143.1/4243.1- Public Notice - Personnel Negotiations)*

In reaching agreements on employee contracts, the Board shall balance the needs of staff and the priorities of the District in order to provide students with a high-quality instructional program based on a sound, realistic budget.

*(cf. 0200 - Goals for the School District)  
(cf. 3100 - Budget)  
(cf. 4141/4241 - Collective Bargaining Agreement)*

The Board shall provide its negotiator(s) with expected outcomes and clear parameters for acceptable contract provisions and may initiate proposals which promote the realization of District goals. The Board shall closely monitor the progress of negotiations and carefully consider how proposed contract provisions would affect the District's short- and long-term goals.

*Legal Reference:  
GOVERNMENT CODE  
3540-3549.3 Educational Employment Relations Act*

Policy  
Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California