

**Regulation 4143.1: Public Notice - Personnel Negotiations**

Status: DRAFT

Original Adopted Date: Pending

**Public Disclosure of Proposed Agreement**

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

1. Major provisions of the agreement that affect compensation, such as:
  - a. Direct increases in salaries and percentage change in on-schedule salaries
  - b. Changes in health and welfare benefits
  - c. Changes in health and welfare benefit dollar contributions by the district
  - d. Changes in step and column or longevity provisions
  - e. Changes in overtime, differential, callback, and standby pay provisions
  - f. Changes in staffing ratios
  - g. One-time bonuses or off-the-schedule increases
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 noncompensation costs, including percentage increase of total compensation (salaries, benefits, and other compensation provisions) for the average represented employee as a result of the agreement and the approximate cost to the district of providing a one percent increase in total compensation
4. Proposed source(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

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**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

	<b>Description</b>
8 CCR 32075	PERB regional office defined
Ed. Code 42130-42134	Financial reports and certifications - <a href="https://simbli.eboardsolutions.com/SU/gislshrA3TTePb0MdGcbplussShQ==">https://simbli.eboardsolutions.com/SU/gislshrA3TTePb0MdGcbplussShQ==</a>
Gov. Code 3540.2	Meeting and negotiating in public educational employment - <a href="https://simbli.eboardsolutions.com/SU/opluspuGIAutoQsWU1hajyX3Q==">https://simbli.eboardsolutions.com/SU/opluspuGIAutoQsWU1hajyX3Q==</a>
Gov. Code 3547	Proposals relating to representation; informing public - <a href="https://simbli.eboardsolutions.com/SU/elqe9JsfU7plusKqTdKbl3WYg==">https://simbli.eboardsolutions.com/SU/elqe9JsfU7plusKqTdKbl3WYg==</a>

Gov. Code 3547.5

Major provisions of agreement with exclusive representation -  
<https://simbli.eboardsolutions.com/SU/1Zvd5Jkslsh3T4PiaXJU2f83Q==>

**Management Resources References**

Website

CSBA District and County Office of Education Legal Services -  
<https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==>

Website

California Public Employment Relations Board -  
<https://simbli.eboardsolutions.com/SU/7Fndg3k626KwCb511Tslsh2ew==>

Website

CSBA -  
<https://simbli.eboardsolutions.com/SU/W3QxkK2FPsDsQBnMIENxGg==>

Website

Fiscal Crisis and Management Assistance Team -  
<https://simbli.eboardsolutions.com/SU/1KDBnxplus9GCiDTyFvbLOOxQ==>

Website

School Services of California, Inc. -  
<https://simbli.eboardsolutions.com/SU/nzOINPGdklshZR9e7VNuDXg==>

Website

California Department of Education -  
<https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==>

**Cross References**

1112

Media Relations -  
<https://simbli.eboardsolutions.com/SU/3IHEaJYmsnDktqG0qiC94Q==>

1340

Access To District Records -  
<https://simbli.eboardsolutions.com/SU/ilradJh510f82Bjhbu4vRw==>

1340

Access To District Records -  
<https://simbli.eboardsolutions.com/SU/zrxplusFTeTpg8XDnadUSa6Q==>

3460

Financial Reports And Accountability -  
<https://simbli.eboardsolutions.com/SU/4neViCDuqe27oe7UPwxLTg==>

3460

Financial Reports And Accountability -  
<https://simbli.eboardsolutions.com/SU/yJoscjbOD4FYFm2xCUcqSA==>

9000

Role Of The Board -  
<https://simbli.eboardsolutions.com/SU/yCFHLIFLUDCtfgpluseQHTjg==>

9010

Public Statements -  
<https://simbli.eboardsolutions.com/SU/pplusGIkLIU0CP7U1yIXehkQ==>

9011

Disclosure Of Confidential/Privileged Information -  
<https://simbli.eboardsolutions.com/SU/RXe8Xj7wrVHXZFRVqhX3OA==>

9321-E PDF(1)

Closed Session -  
<https://simbli.eboardsolutions.com/SU/JouF3slshhdp1t8S6jR9jTrVg==>

9321-E PDF(2)

Closed Session -  
<https://simbli.eboardsolutions.com/SU/R7DIbsh4Z8zkiT8c3evrPAg==>

9321

Closed Session -  
<https://simbli.eboardsolutions.com/SU/eQxvTE4sunzJru8wB8gc1g==>