

The Governing Board recognizes the importance of maintaining ongoing positive relations with employees and engaging in fair, respectful negotiations with employee organizations. The Board desires to reach agreement on employment contracts in a manner that prevents disruption to school operations and minimizes impact on student achievement.

The Board recognizes that advance planning is necessary to ensure that, in the event of a work stoppage, strike, or other concerted employee activity, students continue to receive educational services to which they are entitled. The Superintendent or designee shall develop a written plan which shall include strategies for the provision of internal and external communications, preservation of student and staff safety, maintenance of district operations, and appropriate student instruction and supervision during a work slowdown or stoppage.

Days of instruction lost due to a work stoppage may be made up following the end of the normal school year.

If an employee organization gives notice that it intends to strike, the Superintendent or designee shall notify the Public Employment Relations Board, Employment Development Department, employees in the striking unit, other district employees, parents/guardians, students, law enforcement, the media, and others as appropriate.

Employees should be held accountable for their behavior during any labor dispute. The district may take disciplinary action against any employee who engages in an unlawful concerted action or in unlawful behavior in an otherwise protected activity, taking into account the seriousness of the behavior and the district's efforts to rebuild relations following the withholding of services by employees.

However, the district shall not discontinue or threaten to discontinue employer contributions for health care or other medical coverage for any employee or their enrolled dependents for the duration of the employee's participation in an authorized strike, as defined in Government Code 3141 and specified in the accompanying administrative regulation.

### **State References**

Ed. Code 35204 Contract with attorney in private practice  
Ed. Code 35205 Contract for legal services  
Ed. Code 37200-37202 School calendar  
Gov. Code 3140-3142 Public Employee Health Protection Act  
Gov. Code 3540-3549.3 Educational Employment Relations Act  
Gov. Code 3543.5-3543.6 Unfair labor practices  
Gov. Code 3548.3548.8 Impasse procedures

**Management Resources References**

Public Employment Relations Board Decision Fresno Unified School District, 1982, PERB Dec. No. 208, 6 PERC 13110

Public Employment Relations Board Decision Konocti Unified School District, 1982, PERB Dec. No. 217, 6 PERC 13152

Website California Public Employment Relations Board -

<https://simbli.eboardsolutions.com/SU/7Fndg3k626KwCb511Tslsh2ew==>

Website State Mediation and Conciliation Service (SMCS) -

<https://simbli.eboardsolutions.com/SU/Hh5BRnaxsR9icKPFMBC0PA==>

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

**Cross References**

0400 Comprehensive Plans -

<https://simbli.eboardsolutions.com/SU/y3jAWvZbAOMNGmLisSP4EQ==>

0450 Comprehensive Safety Plan -

<https://simbli.eboardsolutions.com/SU/r4vTslshoYLVujplusGaGRffa0mA==>

0450 Comprehensive Safety Plan -

<https://simbli.eboardsolutions.com/SU/H5ZxOaslshHOeexslshGjrvQ4J5Q==>

1100 Communication With The Public -

<https://simbli.eboardsolutions.com/SU/S2lkfcVpUEPCplustOzvW2NKQ==>

1112 Media Relations - <https://simbli.eboardsolutions.com/SU/GdSi585wc44PilPpQUWxxw==>

1400 Relations Between Other Governmental Agencies And The Schools -

<https://simbli.eboardsolutions.com/SU/2slshOddASNpRgaSFRbxqwJpQ==>

1700 Relations Between Private Industry And The Schools -

<https://simbli.eboardsolutions.com/SU/hwBikl8KlgpB1ULvO9d32A==>

3512 Equipment - <https://simbli.eboardsolutions.com/SU/LwI0VplusIS2tk1Raia3gKc8Q==>

3512-E(1) Equipment -

<https://simbli.eboardsolutions.com/SU/xHzHIQslshACHB35hYvmGreuQ==>

3541 Transportation Routes And Services -

<https://simbli.eboardsolutions.com/SU/rIvCDg1MfOkxtAs3oBi7NA==>

3550 Food Service/Child Nutrition Program -

<https://simbli.eboardsolutions.com/SU/xEpGyVq1KFauAWCcbwbauw==>

3550 Food Service/Child Nutrition Program -

<https://simbli.eboardsolutions.com/SU/pD66NjFKTU99Ny01seebGA==>

4113 Assignment - <https://simbli.eboardsolutions.com/SU/CCaRh4sZ1oRndhuL9fzpXQ==>

4113 Assignment - <https://simbli.eboardsolutions.com/SU/YUpClyQY8EEK17m6sOv4vA==>

4118 Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/yDCJeRpw0FjrK2At7UfwQ==>

4118 Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/1YrgGuTkMbplus0UaxAvWCplusJw==>

4121 Temporary/Substitute Personnel -

<https://simbli.eboardsolutions.com/SU/L2KRTigDfyLPwayQ3n6a1w==>

4121 Temporary/Substitute Personnel -

<https://simbli.eboardsolutions.com/SU/qj3Scv0fP4G99qvUbCLVcw==>

4141 Collective Bargaining Agreement -

<https://simbli.eboardsolutions.com/SU/MJzLTgMFtBoJIEnSNSoTRQ==>

4143 Negotiations/Consultation -

<https://simbli.eboardsolutions.com/SU/hTI8VVqnmwDpNfi5SX4zg==>

4143.1 Public Notice - Personnel Negotiations -

<https://simbli.eboardsolutions.com/SU/6kCSAkEDHGI4HsG1KVKglg==>

4143.1 Public Notice - Personnel Negotiations -

<https://simbli.eboardsolutions.com/SU/WynX4Jn4xC1c4cVIBslshTHZQ==>

4154 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/syBQF8zaDkRYS6XxY9isslshQ==>

4154 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/abaB2HIFW501aTN1XvybWw==>

4161.1 Personal Illness/Injury Leave -

<https://simbli.eboardsolutions.com/SU/WjW7dLrR0ChNb57ptPUm6A==>

4161.2 Personal Leaves -

<https://simbli.eboardsolutions.com/SU/x4oq410uuA3BYEB6Bstmog==>

4218 Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/fkQ8KXXilmL8nSZKln3ujA==>

4218 Dismissal/Suspension/Disciplinary Action -

<https://simbli.eboardsolutions.com/SU/czG8fDwRf064KBrmx9JpoA==>

4241 Collective Bargaining Agreement -

<https://simbli.eboardsolutions.com/SU/55Xsk9iLNiKaslshVePywO0ug==>

4243 Negotiations/Consultation -

<https://simbli.eboardsolutions.com/SU/slsh3RFR8m1cuNTjHslshmxmRZAA==>

4243.1 Public Notice - Personnel Negotiations -

<https://simbli.eboardsolutions.com/SU/Fwpluslg7ZPodGMPQePCn9wig==>

4243.1 Public Notice - Personnel Negotiations -

<https://simbli.eboardsolutions.com/SU/DRtMvcrwS3SwzfYBeLr9SA==>

4254 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/slsh5xCCTAvU2plusQdmXMzU761w==>

4254 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/KEplusqSJXZnMC3sJfKgcCgfw==>

4261.1 Personal Illness/Injury Leave -

<https://simbli.eboardsolutions.com/SU/feBmvDqhWS5Grslly9OBgGA==>

4261.2 Personal Leaves -

<https://simbli.eboardsolutions.com/SU/ojo8OcfMD4plusfy3m98jkg5w==>

4354 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/vXWMKOFMwIw0mmJ2z51ZXQ==>

4354 Health And Welfare Benefits -

<https://simbli.eboardsolutions.com/SU/fi8Gsfm9uZxYwctvQTHsGw==>

4361.1 Personal Illness/Injury Leave -

<https://simbli.eboardsolutions.com/SU/YEoD77CQ0wrEZPtU9WKRFw==>

4361.2 Personal Leaves -

<https://simbli.eboardsolutions.com/SU/AoC2qCslshslshF3VNy2KjrKslshXIQ==>

6111 School Calendar -

<https://simbli.eboardsolutions.com/SU/BmAWuh15bZgW8rMc4mBmEg==>

6144 Controversial Issues -

<https://simbli.eboardsolutions.com/SU/nplusntqMmAGWxJyffUxXi4Hg==>

6145 Extracurricular And Cocurricular Activities -

<https://simbli.eboardsolutions.com/SU/3lh4n07VSqjCvZp5X5dPLg==>