

# CVUSD

## Administrative Regulation

AR 4143.1

### Personnel

#### Public Notice - Personnel Negotiations

\*\*\*Note: 8 CCR 32900 was repealed by Register 2006, No. 15, eliminating the requirement that a copy of the Board policy implementing the public notice requirements be made available in the district office. However, all Board policies are public records and must be made available to the public upon request; see BP/AR 1340 - Access to District Records and BB 9310 - Board Policies.\*\*\*

\*\*\*Note: 8 CCR 32910, which addressed complaints to the Public Employment Relations Board alleging violations of the public notice requirements, was also repealed by Register 2006, No. 15.\*\*\*

#### Public Disclosure of Proposed Agreement

\*\*\*Note: Government Code 3547.5 requires that the Board, prior to entering into a written agreement, disclose the major provisions of the proposal; see the accompanying Board policy. The California Department of Education (CDE), in Management Advisory 92-01, recommends that the disclosure include, at a minimum, the following information and encourages districts to expand this information to address issues unique to their situation. \*\*\*

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

CSBA: (7/01 11/04) 3/07

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