

NEGOTIATIONS AND EMPLOYEE ORGANIZATIONS**Negotiations:**

In accordance with law, the District may enter into negotiations with any duly elected employee organization for the purpose of establishing an orderly process of communication between eligible employees and the District. Such negotiations shall be governed by a procedural agreement which shall be agreed upon by the Board and the employee organization. Negotiations may include salary as well as other terms and conditions of employment subject to any applicable limitations of law. Both the District and the employee organization shall bargain in good faith.

Except as provided by law, the Board shall make all final decisions with respect to negotiations pursuant to the applicable procedural agreement. The Board shall make all decisions with respect to the management and the administration of the District, the employment and the direction of its employees, and the determination of the District's program of instruction, and such matters shall not be negotiable items.

Employee Organizations:

Employees have the right to participate in and/or to become a member of employee organizations. District shall not discriminate against any employee because of the employee's participation or membership in any employee organization or the employee's decision not to participate. Any employee who chooses not to be represented by an employee organization shall declare their intention not to participate in writing.