

CENTENNIAL SCHOOL DISTRICT
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NEW BUSINESS

TO: Board of Directors

DATE: September 23, 2026

FROM: Will Mohring, Board Chair; Melissa Standley, Board Director, Michael Newman, Board Director

RE: Draft Framework for Union Reports to the Board

Background

A Board workgroup began exploring parameters for resuming union reports to the Board during the 2025-26 school year. The workgroup identified areas of general agreement as well as questions regarding the purpose, scope, and structure of the reports. The following draft provides a preliminary framework for union reports and identifies decision points for discussion by the full Board.

Purpose

Union reports provide recognized employee associations an opportunity to share information directly with the Board about association activities, initiatives, member engagement, celebrations, and other matters of general interest related to the association's work in support of employees and students.

The reports are intended to provide an additional avenue of communication between recognized employee associations and the Board while maintaining established processes for collective bargaining, grievances, personnel matters, complaints, and District administration.

General Structure

- Each recognized employee association would have a standing opportunity to provide a report at regular monthly Board meetings.
- Use of the report would be optional. An association would not be expected to provide a report simply because an opportunity appears on the agenda.
- Reports would be brief, with a defined time limit established by the Board.
- The opportunity and expectations would apply consistently to recognized employee associations.
- The report would be made by the association president or another representative designated by the association.

General Content

Union reports would primarily focus on matters such as:

- Association activities, events, and initiatives
- Efforts to support and engage association members
- Activities or partnerships supporting students, schools, or the District
- Celebrations, accomplishments, and areas of shared interest
- Other information about the association's work that may be of general interest to the Board

Agenda Item: 7.2.2

The Board should determine whether the report is also intended to provide a forum for broader districtwide or systemic concerns and, if so, what parameters should apply.

Relationship to Existing Processes

The union report is intended as a communication opportunity and would not replace established processes for collective bargaining, grievances, personnel matters, complaints, or administrative decision-making.

Specific expectations regarding how matters that overlap with these processes should be handled will depend in part on the Board's decisions regarding the scope of the report and interaction with union representatives.

Decision Points for Board Discussion

Interaction with the Board: Should the report be informational and one-way, or should Board members be able to ask clarifying questions or engage in limited dialogue with union representatives?

Scope of the Report: In addition to association activities and interests, should union reports provide an opportunity to raise broader districtwide or systemic concerns?

If so, what parameters are needed to ensure the report does not become an alternative process for matters appropriately addressed through bargaining, grievance, personnel, complaint, or administrative processes?

Advance Submission and Review: Should report content be submitted in advance? If so, who should review it, for what purpose, and what authority, if any, should the reviewer have to request clarification or modification?

Meeting Facilitation: What role should the Board Chair and Vice Chair have in maintaining the agreed-upon parameters during the report, particularly if the presentation moves into bargaining, grievance, personnel, individual employee, or other matters ordinarily addressed through established processes?

The Board is asked to review the draft framework for union reports, discuss the identified decision points, and provide direction regarding the structure and parameters for union reports moving forward