HA-R

REGULATION

MEET - AND - CONFER
(Procedures for the Salary and Benefits Committee)

The Superintendent may establish a Salary and Benefits Committee as a meet-and-confer procedure to permit representatives of employees to discuss salary, fringe benefits, and salary-related matters. Following the meet-and-confer process, the Superintendent will use the information so gained in the development of recommendations to the Board for salary and salary-related fringe benefits.

The purpose of the Salary and Benefits Confer Committee is to provide a forum to develop joint recommendations for salaries, compensation, benefits, and budgeting for the Board's consideration. The concept of trust is the key element for a non-adversarial approach discussion regarding the above listed items. This process is intended to foster trust and a sense of goodwill in knowing that all parties have input into the Board's decision. Committee representatives shall be:

A. Superintendent

B. Business Manager

C. Principal

D. Three (3) certificated employees

E. Three (3) classified employees, each from different departments

F. One (1) Governing Board member

The Superintendent shall facilitate the election of employee representatives. If the Mingus Union Education Association (MUEA) has fifty percent (50%) or more of the certificated staff members, MUEA will be able to appoint one (1) of the certificated employee members of the committee. If MUEA has fifty percent (50%) or more of the classified staff members, MUEA will be able to appoint one (1) of the classified employee members of the committee. The committee will typically convene early in the calendar years, with intent to provide recommendations early in the spring. The Superintendent shall establish the meeting schedule and committee's timelines.

While recognizing the value of employee input for management decisions, the Board intends to exercise its right as defined by Attorney General's Opinion 74-11 and reserves to the exclusive right to final policy decisions.