

**CERTIFICATED PERSONNEL
CLASSIFIED PERSONNEL****Organizations/Units**

The Superintendent recognizes the right of public school employees to join organizations of their own choice, to be represented by such organizations in their professional and employment relationships with the Office of Education, to select one employee organization as the exclusive representative of the employees in an appropriate unit, and be a voice in the formulation of educational policy.

1. Attainment of Goals

Attainment of the goals and objectives of the educational program conducted in the schools and programs sponsored by the Office of Education requires mutual understanding and cooperation among the Board of Education, the Superintendent, administrative staff, certificated personnel, classified personnel and citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

2. Teachers and Teachers' Organizations

Teachers have the right to join, or to refrain from joining, any organization for their professional or economic improvement and for the advancement of public education. Membership in any organization shall not be required as a condition of employment of a teacher in the Office of Education.

3. Employee Organizations

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee shall be made without regard to membership in such organizations. Each employee is entitled to his/her individual legal and/or ethical rights and privileges. Employees shall not be interfered with, intimidated, restrained, coerced or discriminated against, either by the Office or by employee organizations, because of their membership or non-membership in employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the Board of Education and Superintendent.

Employee organizations which meet the provisions of the law shall have the right to represent their members in matters within the scope of representation provided by law and rulings of the Public Employment Relations Board.

The Superintendent or designee may provide an employee organization with the home address and telephone number of employees, except for any employees performing law enforcement-related functions who provide written request that the information not be disclosed for this purpose.

Legal Reference:

EDUCATION CODE

45060-45061.5 Deduction of fees from salary or wage payment, certificated employees

45168 Deduction of fees from salary or wage payment, classified employees

45220-45320 Merit system, classified employees

GOVERNMENT CODE

3540-3549.3 Educational Employment Relations Act

6254.3 Disclosure of employee contact information to employee organization

CODE OF REGULATIONS, TITLE 8

33015-33490 Recognition of exclusive representative; proceedings

33700-33710 Severance of established unit

34020 Petition to rescind organizational security arrangement

34055 Reinstatement of organizational security arrangement

Policy

Adopted: October 16, 1991

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HUMBOLDT COUNTY OFFICE OF EDUCATION

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