

Collective Bargaining Resolution

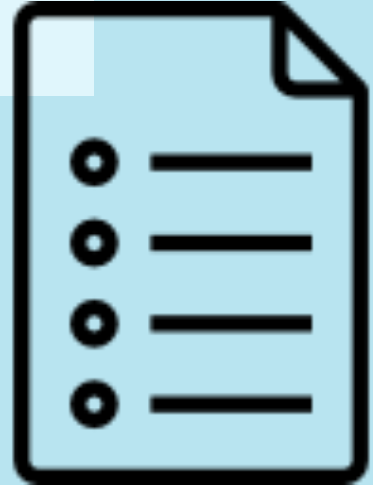
1st Reading



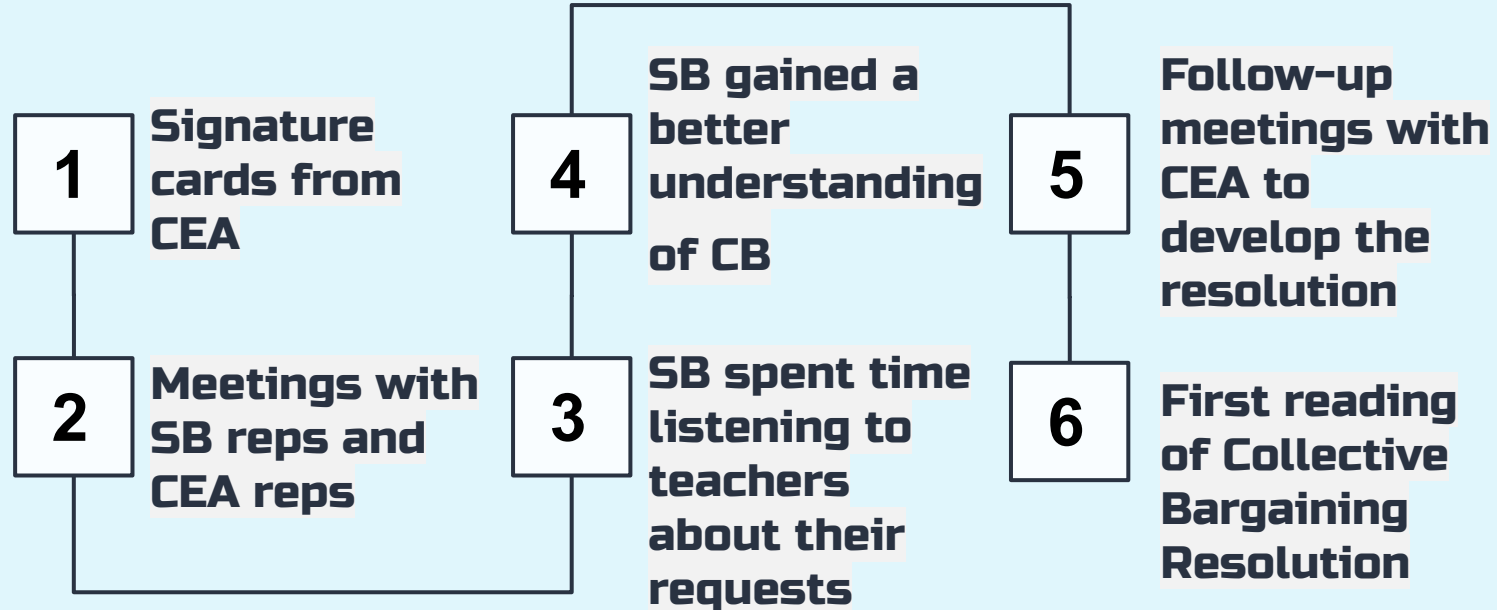


Overview

- The Process
- Bargaining Unit
- What is Collective Bargaining?
- Bargaining &/or Negotiated Topics
- Negotiations
- Funding Implications
- Review of Resolution



The Process





Bargaining Unit

“**Bargaining Unit**” means a group of employees with common or substantially similar employment duties, license requirements, training requirements and/or interests such that it is an appropriate group to be represented by an Exclusive Representative for the purpose of collective bargaining (as defined herein) and who demonstrate sufficient interest to trigger an election for an Exclusive Representative.





Bargaining Unit

- Licensed Personnel – non-administrative employees whose school employment requires a license from the Virginia Board of Education or Virginia Board of Health. This includes, but is not limited to, all teachers, school counselors, instructional specialists, librarians, instructional technology resource teachers (“ITRTs”), school psychologists, social workers, speech pathologists, nurses and department chairs.
- School Support Professionals – all employees except Administrative Personnel and Licensed Personnel as those terms are defined herein.





Collective Bargaining

“**Collective bargaining**” means to perform the mutual obligation by representatives of the School Board and the Exclusive Representatives of employees in a Bargaining Unit, as defined herein, to meet at reasonable times to negotiate in good faith.





Bargaining &/or Negotiated Topics

The topics that may be negotiated and/or bargained include the following:

- wages,
- hours and scheduling,
- benefits,
- health and safety rules,
- work conduct rules,
- evaluation procedures,
- discipline procedures,
- and other terms and conditions of employment with the intention of reaching and executing a written agreement for a term of up to three (3) years duration.



Negotiations

Each party may select for negotiation up to two (2) topics within the definition of collective bargaining set forth in Section 1(D) for a total of up to four (4) topics.





Funding Implications



A collective bargaining agreement is subject to **sufficient appropriation** and funding by the Charlottesville City Council. If the Charlottesville City Council fails to appropriate sufficient funds to implement the agreement, either party may reopen negotiations.





Review of Resolution

The School Board shall conduct a review of this Resolution and its effectiveness in achieving the goals set forth in the Recitals of this Resolution which shall be completed no later than 60 days before the expiration of any initial collective bargaining agreement(s) and take action regarding its continued effect as adopted or as it may be amended.





Thank You

- Questions
- Comments
- Feedback

