

## CLASSIFIED PROFESSIONALS PARTICIPATION IN DECISION MAKING

As affirmed in Board Policy 2510 – *Participation in Local Decision Making*, classified professionals shall be provided with opportunities to participate effectively in District and college governance, and in the formulation and development of District policies and procedures that the Board reasonably determines in consultation with the Classified Senates have or will have a significant effect on staff. The opinions and recommendation of the duly constituted classified senates of the District will be given every reasonable consideration.

### I. SCOPE:

- A. For purposes of this policy the term classified professionals is defined to include non-management classified employees of the District. The term classified professionals is further defined to include all employees in classified bargaining unit positions.
- B. Except in unforeseeable, emergency situations, the Board shall not take action on matters significantly affecting classified professionals until it has provided them an opportunity to participate in the formulation and development of those matters through appropriate structures and procedures, as determined by the Board, in accordance with the provisions of this regulation.
- C. When a college or District task force, committee or other governance group, is used to consult with classified professionals regarding implementation of this policy or to deal with other issues that have been determined by the Board to significantly affect classified professionals, the appointment of a classified professional representative shall be made as follows:
  1. The exclusive representative shall appoint the first classified professional representative for the respective bargaining unit. When the District task force, committee, or other governance group will deal with issues outside the scope of collective bargaining, the appropriate classified senate(s) may designate an additional representative(s).
  2. Where a group of employees is not represented by an exclusive representative, the appointment of a representative of such employees shall be made in consultation with the affected group of employees or their representatives.
  3. In all cases, representatives shall be selected from the category that they represent.

In developing and carrying out policies set forth above, the Board shall ensure that its actions do not dominate or interfere with the formation or administration of any employee organization, or contribute financial or other support to it, or in any way encourage employees to join any organization in preference to another. In addition, in order to comply with Government Code

Sections, such regulations for classified professionals' participation shall not intrude on matters within the scope of representation as set forth in the Government Code. The Board shall not interfere with the exercise of employee rights to form, join, and participate in the activities of an employee organization of their own choosing for the purpose of representation on all matters of employer-employee relations. Nothing in this regulation shall be construed to impinge upon or detract from any negotiations or negotiated agreements between exclusive representatives and the Board.

*References:*

- Title 5, California Code of Regulations Section 51023.5*
- California Education Code Section 70902(b)(7)*
- Government Code Section 3540 et seq.*
- Accreditation Standards IV.A and IV.D.7*