

To the extent permitted by law and consistent with non-delegable powers and authority, the Governing Board of Tucson Unified School District Number One, Pima County, Arizona, hereinafter referred to as the Board, authorizes negotiations or consultations with employee representatives or organizations as the Board may in its discretion and from time to time specifically authorize and permit.

ARTICLE I - DEFINITIONS

"District" means Tucson Unified School District Number One, Pima County, Arizona.

"Employee" mean regular full-time and part-time employees of the District.

"Employee Organization" means any organization with whom the Board consults or negotiates under this Policy.

ARTICLE II - CONDITIONS

For the purpose of consulting or negotiating, the Board may recognize employee representatives or organizations to represent appropriate employees, excluding temporary, casual, substitute or seasonal employees. Negotiation or consultation arrangements will be based upon the following policies:

Governing Board. The Board retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws, regulations and the constitutions of the State of Arizona and its political subdivisions, and of the United States.

Final Responsibility. The Board under the law of Arizona is the governing body of the District. As such, the Board has final responsibility and prerogative for establishing policies, rules and regulations for the District.

No Impairment of Rights. None of the lawful rights, powers, authority and duties of the Board shall be impaired, reduced, destroyed or affected in any way by its negotiations and consultation policies.

Non-discrimination Clause. The Board will not discriminate against any employee because of membership or non-membership in an employee organization; no employee organization or member of any employee organization will discriminate against or harass any employee who elects not to join an employee organization.

Individuals may present their views and recommendations to the Board at such time and in such manner, as may be fixed by the Board for that purpose.

Official Communication. All communications or requests for transmittal of official documents by employee organizations shall be directed through the office of the Superintendent of Schools or the Negotiator, except TEA Negotiator. All communications from TEA Negotiator shall be directed through the office of the Superintendent, with the explicit permission from the Superintendent.. This will not restrict the right of any employee to communicate with any individual or with the Board. Failure to honor this policy is grounds for reprimand.