

Article 11 - School Based Labor Management Meetings

- 11.1 The Association shall select its own representatives for a Labor Management Committee for each school/site. Committees shall have representation of no more than three (3) members representing CEA. CCPS shall select the representatives of local school administration for each school/site. Committees shall have no more than three (3) members representing local school administration.
- 11.2 The Labor Management Committee shall be scheduled to meet with the principal/ supervisor of the school/site once per calendar month of the school year. Dates for the labor management meetings should be set at the beginning of the year with the school administration. By mutual agreement, the monthly meeting may be rescheduled or waived. It is the responsibility of CEA to initiate meetings.
- 11.3 Labor Management committees are responsible for creating their own ground rules and governing procedures not specifically delineated in this Agreement should they be deemed necessary by one or both parties.
- 11.4 It shall be the sole responsibility of CEA representatives to prepare the agenda for meetings and notes following meetings. CEA may provide advance notice of the agenda to local administrators to provide time to conduct research or otherwise prepare for a meeting.
- 11.5 It is recognized that either party may initiate a topic not on the agenda provided the other party concurs that it is of emergent nature.
- 11.6 Written notes from meetings may be shared with the membership of CEA as appropriate upon the prior approval of their accuracy from the principal. The approval of minutes shall not be arbitrarily or capriciously delayed or denied. All minutes shall only reflect what occurred during the meeting.
- 11.7 Audio recording shall not be permitted during Labor Management Committee Meetings.
- 11.8 Labor Management Committee meetings are not formal contract negotiations and cannot add to, subtract from, or otherwise modify the terms this Agreement.
- 11.9 It is expressly understood that Labor Management Committee meetings shall not be regularly held during regularly scheduled instructional time. CEA members shall not be entitled to workshop pay or per diem for attendance of Labor Management Committee Meetings.
- 11.10 The parties recognize that while issues that may also be addressed through the grievance procedure may be discussed at Labor Management Committee Meetings, these meetings are not a substitute for the grievance procedure. Grievances that have already been filed with the designated individual shall not be discussed during Labor Management Committee Meetings.
- 11.11 Issues that cannot be resolved at local Labor Management Committee meetings may be raised by CEA with the Superintendent at the monthly meeting.