

**Activities****SCHOOL BOARD--EMPLOYEE ORGANIZATION RELATIONSHIPS**

Within the framework of laws and regulations of the State and Federal governments, the adoption of rules to govern public education in Miami-Dade County is the legal responsibility of the School Board. Policy actions of the Board usually are taken on the recommendation of the school administration.

In the development and adoption of policy decisions and in the assessment of programs and practices which flow from these policies, the Board and school administration will want to consider, as reasonable timing permits, the best thinking of all concerned.

Cooperation between the School Board and employee organizations, when marked by reasonable consideration of issues and directed in broad scope to the basic purposes of education, will provide benefits to both. On the other hand, relationships characterized by self-seeking purposes or rejection of any value in the viewpoints of employee groups will create unproductive antagonism and negative public reactions.

The Board recognizes the fact that organizations exist in which employees hold membership or may wish to hold membership, as a result of their employment with The School Board of Miami-Dade County, Florida. In developing and maintaining its relationships with such employee organizations, the Board will be guided by the following statements of principle:

1. The Board in its relationships with employee organizations recognizes that the legally established responsibilities of the Board for policy making and rule adoption and of the Board and school administration for rule making, rule interpretation, and rule implementation cannot be delegated to organizations which are not part of the official structure of the school system. The Board further recognizes the legal requirement that all Board business must be conducted publicly.
2. The responsibilities of staff members as employees of the school system must be clearly differentiated from their activities in employee organizations. As school system employees, they are responsible, commensurate with their assignments and competencies, to contribute satisfactorily to school operations and to maintain sound communications within the official structure of the school system. As voluntary members of an employee organization, staff members function outside the official structure of the school system and through the representative designated by their organization.

3. The membership of any employee of the Board in any employee organization shall be entirely voluntary and there shall be no discrimination against any employee because of membership or non-membership in such employee organization.
4. The Board recognizes that there exist generally two types of employee organizations, according to their interests and purposes, as follows:
  - a. Those organizations who seek to bargain collectively with the Board on matters of salary and working conditions; and
  - b. Those organizations concerned primarily with the development and growth of the employee in a particular field, such as the teacher subject-area groups. In addition to the above, the Board recognizes that there may exist regional, state, and national counterparts of these types of organizations in which employees may hold membership.
5. The Board will extend official recognition to employee organizations in accordance with Rules adopted by the Board for this purpose and stated elsewhere in Board Rules and in accordance with Florida Statutes, Chapter 447.
6. The School Board of Miami-Dade County, Florida will provide upon request for collective bargaining in good faith, under limitations imposed by statute and court decisions, with those employee organizations to which it has extended official recognition and in accordance with Rules adopted by the Board.
7. Employee organizations may be accorded by the Board reasonable services to facilitate their effective functioning in the school setting. Those services will be specifically established through joint discussions and will be accorded equitably to recognized employee organizations.

Specific Authority: 230.22(2) F.S.

Law Implemented, Interpreted, or Made Specific: 230.22(1) and (5); 286.011; Chapter 447, Part II F.S.

**History: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA**

Repromulgated: 12-11-74

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