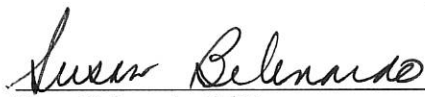


LA HABRA CITY SCHOOL DISTRICT
Minutes of the Special Work/Study Meeting
500 N. Walnut St.
La Habra, CA 90631
September 22, 2014

Board Members	<p>Board Members Present: Sandi Baltes, President Sharon H. Brown, Vice President John A. Dobson, Clerk Linda Navarro Edwards, Member</p> <p>Board Members Absent: Elizabeth Steves, Member</p>
Administrators	<p>Administrators Present: Susan Belenardo, Superintendent Teresa Egan, Assistant Superintendent Karen Kinney, Chief Business Official</p>
Work/Study Session	<p>The work/study session began at 2:00 p.m. A presentation of an overview of Interest Based Bargaining (IBB) was provided by Suzanne Speck, Associate Vice President of School Services of California. Suzanne gave an overview of employer-employee relationship, the role of the Board and the Management Team, history of collective bargaining and the evolution of IBB, and other collaborative approaches. Suzanne shared that the Board is ultimately responsible for the bargaining process and setting the parameters and goals. She explained the Superintendent's role as the conductor of the settlement and the negotiation director. The Chief Business Official is responsible for the certification of the financial commitments of the agreement and must be a conscious participant in negotiations. The Human Resources Leader is involved in contract administration as part of their daily task and it is important they are present when the contract decisions were made. Suzanne provided a history of collective bargaining and the evolution of IBB. She gave details on the Educational employment Relations Act, the negotiation process, and the IBB method. In IBB the concept is that participants are partners in problem-solving which helps to focus more on the interests of both parties. A chart on traditional versus IBB was reviewed as well as options that can be created based on shared interests. Identifying interest, brainstorming options, and working towards consensus on solutions that satisfy both sides requires training and takes time.</p>
Board Minutes Approved:	<p>October 23, 2014</p> <p style="text-align:right"> Susan Belenardo, Ed.D. Secretary to the Board</p>