

## **ARTICLE 18 – TRUE/TRUSD JOINT LEADERSHIP MEETING**

### General Provisions:

- 18.1 The TRUE/TRUSD Joint Leadership Meeting will be an integral component of the interest-based problem-solving model as a forum for the sharing of information and discussion of important issues in the Twin Rivers Unified School District (“District”). TRUE/TRUSD Joint Leadership Meeting shall work to surface and head-off potential problems and seek to resolve conflicts/disputes on appropriate non-bargainable issues between the District and any member(s) of the Twin Rivers United Educators (“TRUE”).
- 18.2 TRUE/TRUSD Joint Leadership Meetings will build and model a climate of ongoing problem solving that enhances outcomes for the District and the Members.

### Leadership Team Structure:

- 18.3 The Leadership Meeting shall be composed of four (4) TRUE executive board officers (including the Association President), Superintendent and appropriate cabinet members.
- 18.3.1 Each TRUE/TRUSD Joint Leadership member shall be personally committed to the standards enumerated herein and to building trust through principled communications with each other.
- 18.3.2 All Members shall be empowered by their constituents to make decisions.
- 18.4 TRUE/TRUSD Joint Leadership shall use a consensus decision-making method.

### Standards:

- 18.5 The TRUE/TRUSD Joint Leadership Meetings shall be utilized for the following purposes:
- 18.5.1 Resolve employee/administration conflicts/disputes
- 18.5.2 Share information
- 18.5.3 Address complaints and issues
- 18.5.4 Assist sites with problem solving
- 18.6 The TRUE/TRUSD Joint Leadership Meetings shall not be utilized for the following purposes:
- 18.6.1 Replace collective bargaining agreements, board policies, administrative regulations
- 18.6.2 Usurp Members’ or District’s prerogatives

- 18.6.3 Address emergency/crisis situations or for situations requiring quick or urgent decisions/actions
- 18.6.4 Make all decisions or resolve all issues
- 18.6.5 Negotiate

TRUE/TRUSD Joint Leadership Meetings:

- 18.7 TRUE/TRUSD Joint Leadership shall meet monthly, with an agenda created in advance, with a recorder who is responsible for transcribing the group memory.
  - 18.7.1 TRUE/TRUSD Joint Leadership shall meet monthly, on a mutually agreed date and time.
- 18.8 Projected minutes will be created and shall become the group memory of the meetings.
  - 18.8.1 The notes of the recorder shall be emailed to both parties within 36 hours. The notes will be reviewed and corrections, if needed, will be made at the beginning of the subsequent meeting and mutually agreed upon.
- 18.9 The District and the Members mutually acknowledge the value of each party's interests and their right to own and express them.

Special Education Liaison Committee:

- 18.10 A liaison committee will be created for the purposes of identifying and resolving current issues in Special Education. Issues that are negotiable per EERA (3543.2) shall be addressed by the negotiation teams.
  - 18.10.1 The committee shall consist of: the Associate Superintendent of School Leadership and/or Executive Director of Special Education; up to two (2) Administrative Representatives; TRUE Leader or designee; and a team of up to 4 (four) Association Members appointed by TRUE.
  - 18.10.2 The committee will meet on a mutually agreed upon day, one time per month after school. Members will be compensated at the non-instructional hourly rate.
  - 18.10.3 Minutes shall be taken, sent out via email to all participants, reviewed within 24 hours, corrected (if needed), and approved at the subsequent meeting by those in attendance as an accurate representation of the discussion.
  - 18.10.4 The agreed upon minutes will be emailed to the liaison group and the TRUE/TRUSD Joint leadership.