

PTA Involvement in School Employer-Employee Negotiations

At this time of year, many teacher unions are involved in contract negotiations with their school districts. PTA is a membership organization including parents, teachers, school district employees, students, school board members and community members. Therefore, PTA must remain neutral in disputes over contract negotiations.

The following Position Statement is taken from the California State Toolkit Section 4.5.53 Public School Employer-Employee Negotiations and should serve as guidelines for PTA activity.

The California State PTA recognizes that public school employer-employee collective bargaining is mandated by law and that negotiations greatly influence education. As mandated by law, the bargaining parties are required to make public their positions. These details must be provided to the public at the beginning of the process. PTA has the responsibility to become knowledgeable and to inform the public about the proposed contract and any proposed changes through the negotiations. **PTA must remain neutral in a dispute arising from school employer-employee negotiations.**

The California State PTA believes:

- All school employees are entitled to the benefits of fair employment practices including due process, optimum working conditions and adequate salaries and benefits;
- Locally-elected school boards, as representatives of the people, have legal responsibility for decision-making;
- Local school boards and school employee organizations should be accountable to the public for the terms of the contract and the fiscal impact on the instructional program; and
- Full disclosure of the final contract should be made available to the public and fiscal impact of the contract should be discussed at a public hearing before the final vote of the school board.

The PTA has a responsibility to:

- Study and become informed early in the process about the proposed contracts and the fiscal implications and to analyze the effect on the students and the programs in the district;
- Inform all parties if any issue being negotiated either is consistent with or differs with adopted California State PTA position statements;
- Encourage all parties to work cooperatively to develop procedures to ensure that classrooms and students are not used for propaganda purposes;
- **Remain neutral in the event of a dispute;**
- Continue with normal PTA activities in the event of a dispute; and
- Inform parents and community members about proposed contracts and encourage other school-based and community organizations to study proposed contracts

It is the responsibility of PTA to be knowledgeable of the negotiation process and to inform members of the school community about the impact on student education. It is not our responsibility as an organization to take sides in the event of a dispute.