

ARTICLE 19 – SCHOOL BASED MANAGEMENT

Section 1. Consensus Defined

As used in this article, the term consensus means that a designated group understands and either affirmatively supports or is willing to implement a group-made decision, even though some individuals question or oppose the resolution. Every reasonable effort shall be made to reach unanimity. If the group or faculty is unsuccessful in doing so, but 75% of them are willing to move ahead with the proposed plan of action, then such resolution shall be considered consensus. Any such resolution shall be implemented with an evaluation process and subject to future review based upon experience and/or evaluation results. The Association and the District recognize consensus as the most effective in promoting cooperation and commitments.

Section 2. School Plan Procedures

The School Site Council or equivalent (hereinafter the Site Council) has the responsibility for the development of the school plan. For the purposes of preparing the school plan, the Site Council may augment its membership in order to assure appropriate representations from school staff, parents, community members, and students at the secondary level. The composition of the group should reflect the racial, ethnic, and socio-economic diversity of the school community and must include a GTA representative or designee.

The Site Council will prepare the site plan, which will consist of a school mission statement, a summary of the needs assessment, the identification of school wide objectives, and the school strategies necessary for attaining the school objectives. The plan shall also contain an implementation schedule and budget.

All School Site Council decisions regarding the school plan shall be made by consensus, as described in Section 1, above.

Section 3. District Review Committee (DRC)

- a. If a School Plan contains a proposal(s) for decision-making authority at the building level now exercised at the District level, or if the School Plan contains a proposal(s) in conflict with current law, Regulations, School Board Policy, or a Collective Bargaining Agreement, such aspects of the plan shall be submitted to the District Review Committee (DRC).
- b. The DRC shall be established no later than August of each year. The composition of the DRC shall be three (3) classroom teachers appointed by the Association, three (3) administrators appointed by the District, and three (3) representatives of other groups (2 parents and one classified employee).
- c. The DRC shall be jointly chaired by one member appointed by the Association and one member appointed by the District.
- d. The DRC shall have the following functions and responsibilities:
 - (1) Develop and implement school-based management waiver proposal criteria.

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- (2) Review, evaluate, and make recommendations to the Board of Education regarding those individual school proposals for school-based management which are described in (a) above.
 - (3) Consider and make recommendations regarding training related to school-based management.
- e. All DRC decisions shall be made by consensus, as described in Section 1 above.
- f. If the DRC makes a recommendation for a waiver of this Agreement, it shall be submitted in writing to the District and the Association for approval. If a proposal approved by the Association, and adopted by the District, is in conflict with the current contract, the contract shall be deemed amended accordingly. Such amendment shall be for specific period of time and limited to the specific work site, and shall itself be subject to enforcement under Article 6 of this Agreement.