

# KNOW YOUR RIGHTS!

## *Shared Decision-Making*

### **What is an SGT? Why is it important?**

Our union contract gives us the right to shared decision making through Site Governance Teams (SGT), determined by Article 24. SGTs are a way for us to strengthen our union solidarity and make sure everyone has a voice in the decisions that impact them. This protects us as union members, but also benefits our students, families, and school communities.

### **Scope of authority:**

SGTs can clarify and expand their scope of authority through their by-laws, but if a decision is about instruction or impacts instruction, the governance team should make that decision. Some examples of decisions might include:

- Elimination of positions in our bargaining unit
- Non-classroom supervision schedules
- Site budget
- Student discipline plan
- Site start/end times
- Changes in the instructional program
- Changes in elementary prep time subject emphasis
- Independent study
- Site security/safety plan
- Itinerant staffing assignments
- Afterschool programming

### **When does the SGT meet?**

SGT meetings count as one of the 3 monthly meetings that can occur outside the workday for certificated staff elected as representatives. The SGT can use staff development days, modified days, and other non-student attendance time to meet, except as limited by Article 8 (Work Hours). Site budgets can be used to support SGT activities, within categorical restraints.

### **What if my site does not have a functional SGT?**

Remember, the purpose of the SGT is shared decision making, so SGTs should not be dominated by administration. If your site does not have an SGT or it is not functioning as intended, work with your AR and site team (with the help of an organizer if needed) to develop an organizing plan. If SGT decisions are being disregarded or decisions within the scope of authority are being made without the SGT, work with your AR to enforce your contractual rights. We have the right to be involved in the decisions that impact us!

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### What is the difference between SGTs and SSCs?

School Site Councils (SSC) and Site Governance Teams (SGT) both include representation from staff, leadership, and the community, but there are some key differences:

	SCHOOL SITE COUNCILS (SSC)	SITE GOVERNANCE TEAMS (SGT)
<b>AUTHORITY</b>	Required by CA Education Code	Required by SDEA union contract
<b>FOCUS</b>	<ul style="list-style-type: none"> <li>Develops Single Plan for Student Achievement (SPSA)</li> <li>Makes recommendations re: Title 1 program</li> <li>Tasks defined by Ed. Code</li> </ul>	<ul style="list-style-type: none"> <li>Main focus is improvement of instructional program</li> <li>Makeup and processes are defined in their specific governance document</li> </ul>
<b>COMPOSITION</b>	<ul style="list-style-type: none"> <li>Minimum of 10 members</li> <li>Equal representation of school staff and community members</li> <li>Majority of the staff should be classroom teachers</li> </ul>	<ul style="list-style-type: none"> <li><b>50% SDEA members:</b> Including AR, unless waived by 2/3 vote of SDEA members at site</li> <li><b>35% families/community</b></li> <li><b>15% Other:</b> Including CSEA (classified staff), and 1 student at secondary</li> <li>Principal, in addition to these numbers</li> </ul>
<b>OVERLAP</b>	There may be overlaps of individuals on both the SSC and the SGT, but the membership should not be identical since overall composition is different. There should be separate meetings with separate agendas.	

### SOURCES:

- [SDEA Contract](#), Article 24 & Article 37
- [SSC information from CDE](#)
- [1998 school board policy](#)

