

COLLECTIVE BARGAINING NEGOTIATIONS

P9800

The Board of Education has a legal obligation to bargain in good faith with recognized employee representatives regarding salaries, fringe benefits, hours of employment, and other terms and conditions of employment. The goal of the negotiations process is to achieve agreements that will sustain a strong educational program and be fair to both employees and taxpayers.

CONDUCT OF NEGOTIATIONS

Collective bargaining negotiations for the District will be conducted as directed by the Board of Education. The Board of Education must work closely with the Superintendent of Schools in negotiations. Prior to the start of collective bargaining sessions the Superintendent and the Board should define District issues to be considered in negotiations and develop a negotiations strategy.

The Board of Education, with the advice of the Superintendent, will appoint a chief negotiator to serve as the Board's chief spokesperson during the bargaining process. The Board may also appoint other persons with expertise on the matters to be negotiated to be part of the District's bargaining team. The members of the Board will not engage in direct bargaining at the negotiations table. The Superintendent of Schools may or may not be a member of the District's negotiating team, but he or she will be responsible for insuring that the Board's position on the issues is reflected in the final agreement. The Superintendent should sign the final agreement as the District's agent.

The Board should receive periodic updates and have input into the status of negotiations from the Superintendent or the Chief Negotiator. Negotiations should proceed only as the Board directs.

Reviewed June 1999

Renumbered from P4600 – September 2015

Reviewed June 1999

Renumbered from P4610 – September 2015