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NEGOTIATIONS PRIORITY OBJECTIVES AND GOALS

The Board, as the duly constituted representative of the people and as the agent of the State, is legally responsible for the conduct of public education in this district and its authority to make final decisions as provided for by law may not be delegated or abdicated.

The Board's rights include, but are not limited to, all matters relating to the management of the schools and its administration; the employment and direction of staff; and the determination of the district program of instruction.

The Board has the duty, under the law, to negotiate with representatives of certificated employees in regard to salary, hours, formulation of an agreement, binding arbitration and interpretation of an existing agreement. The Board shall also negotiate as to what the other subjects of negotiation, if any, will be.

The goal of the Board in negotiations should be to arrive at a fair and reasonable contract settlement in an orderly and timely fashion while protecting the public interest. In pursuit of this stated goal, the Board endorses the following set of priority objectives:

1. By March 1st of each year, the board's negotiating agents shall review and evaluate the procedures and processes of the past three years that relate to the board's negotiations with employee organizations.
2. By March 1st of each year, the board's negotiating agents shall prepare proposals for guidelines which clearly delineate the role and relationships in negotiations of the board, the Superintendent and the board negotiating team.
3. By March 1st of each year, training shall be provided to the board's negotiating agents in the latest concepts and techniques of bargaining from the management point of view. Additional objectives for desired training outcomes shall also be developed prior to training and measures of success shall be determined relating achievement to these objectives.
4. By March 1st of each year, the board's negotiating agents shall develop and implement schedules and strategies designed to (a) increase the effectiveness of negotiations in reaching agreement and resolving bi- lateral differences and for (b) reducing tensions, stresses, and time losses resulting from negotiations. The strategies shall include specifications for successful achievements.

Legal Ref: NDCC 15.1-09-33, School board - Powers
NDCC Ch. 15.1-16, Teacher Representation and Negotiation

End of Policy

EA.....Adopted: 10/20/09

BOARD NEGOTIATING AGENTS

It is the policy of the Board to appoint a board member to serve as chief negotiator in negotiations with the professional staff. One or more members of the Board and/or the administrative staff may also be appointed to serve on the Board's negotiating team. These appointments shall be made by September 1st of each year. The negotiating team shall secure advice and input from the Board in executive session meetings as necessary. The tentative agreements reached by the negotiating teams are subject to final approval by the Board at an open meeting after all subjects under consideration have been negotiated to tentative agreement.

Legal Ref: NDCC 44-04-19, Access to public meetings

NDCC 44-04-19.1, Open records and open meetings - Exemptions for attorney work product, attorney consultation and negotiation preparation

End of Policy EB.....Amended: 10/20/09

SUPERINTENDENT'S ROLE IN NEGOTIATIONS

The Superintendent shall serve as a resource person to either negotiating team as requested and shall serve as advisor to the Board in both budgetary and philosophical considerations during negotiations.

End of Policy

EA.....Adopted: 10/20/09

PAYMENT OF NEGOTIATIONS COSTS

It shall be the policy of the Board that the district shall share equally with the representative organization in the costs of meeting rooms, secretarial staff, and other miscellaneous costs of negotiations, including the expenses of mediation and impasse fact-finding.

The district shall provide a copy of the negotiated agreement to each individual covered by it and one copy each for the files of the district and the Representative Organization. Other copies may be printed and provided for the use of either party at the expense of the party requesting the copies.

End of Policy

ED.....Adopted: 10/20/09