

## TABLE OF CONTENTS

### H--NEGOTIATIONS

<b>Code</b>	<b>Page No.</b>	<b>Policy</b>	<b>Approval Date</b>	<b>Review Date</b>
HAA	2	Legal Status	6/10/14	
HAB	3	Goals and Objectives	6/10/14	
HAC	4	Scope of Negotiations	6/10/14	
HAD	5	Board Rights and Duties	6/10/14	
HAE	6	Board Negotiating Agents	10/12/20	09/14/20
HAF	7	Superintendent's Role	6/10/14	
HAHBA	8	Use of School Facilities	6/10/14	
HAHBB	9	Use of School Equipment	6/10/14	
HAHBC	10	Use of School Time	6/10/14	
HAI	11	Negotiations Procedures	6/10/14	
HAIJ	13	Preliminary Agreement Disposition	6/10/14	
HAK	14	Ratification Procedures	6/10/14	
HAL	15	Announcement of Agreement	6/10/14	
HAN	16	Slowdowns	6/10/14	
HAO	17	Boycotts and Strikes	6/10/14	

HAA Legal Status

HAA

The board shall negotiate with its professional employees as provided by law.

Approved: June 10, 2014

Professional negotiations are for the purpose of determining the terms and conditions of employment as defined by law.

Approved: June 10, 2014

HAC Scope of Negotiations (See HAI Negotiations Procedures)

HAC

Negotiations shall cover only topics that are mandatorily negotiable under current law.

Approved: June 10, 2014

Except as provided by law, none of the rights and duties of the board shall be delegated in any manner to teacher organizations or teachers.

Approved: June 10, 2014

The board shall select as its representative(s) those person(s) the board feels will best represent the interests of the district.

Each year the board shall designate its representative(s) for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board regarding who shall be the chief negotiator for the board and other members of the negotiating team.

Approved: October 12, 2020

The superintendent shall not be the chief negotiator for the board. The superintendent shall only act in an advisory capacity.

Approved: June 10, 2014

School facilities shall be made available for negotiating sessions.

Approved: June 10, 2014

School facilities for negotiating sessions shall be made available without cost to the teachers' organization. If the representatives of the teachers wish to negotiate in facilities not furnished by the board, none of the costs of any other facilities shall be paid for by the board.

Approved: June 10, 2014



The board may make school equipment available for negotiating sessions.

Approved: June 10, 2014

The board, by regulation, may provide for the use of school time by its teachers' negotiating team for the purpose of negotiating.

Approved: June 10, 2014

The time, place, duration, notification, agenda and rules of order shall be as agreed by the board team and teachers' team.

Board distribution of information concerning negotiating sessions shall be discretionary with the board.

Upon request, the board shall furnish to the association any information which is public record. The board may agree to furnish other information in a form determined by the board.

The board's team shall keep reasonably detailed minutes and records of all negotiating sessions.

The board's team shall keep the board fully advised at all times as to the status of negotiations. The board shall report to the staff such information as the board deems advisable.

The board reserves the right to release to the media any public information regarding negotiations.

Approved: June 10, 2014

One member of the board's team shall be designated to keep reasonably detailed minutes and records of all negotiating sessions. Following each session, a person shall transcribe the minutes and notes and distribute the minutes to the board.

The board shall, through the superintendent, be fully advised as to the status of the negotiating sessions. They shall be furnished copies of the minutes and records of each session. The board shall, through the superintendent, report to the staff information as the board deems advisable.

Before any school board news release or statement on negotiations to the press and public is made, the release shall be prepared by the chief negotiator and the superintendent and approved by the president of the board. If the president of the board is unavailable, the vice-president of the board shall make the determination, and if he is also unavailable, the superintendent shall make the determination. No other person is authorized to release to the public or press, on behalf of the board, any information in regard to negotiations.

Information not currently available in the form requested by the association, at the discretion of the board, may be supplied if the association reimburses the board for any additional expenses incurred in creating the record. (See CN Records)

Approved: June 10, 2014

All preliminary agreements shall be immediately reported to the board at either a special or regular board meeting, or prior to such meeting at the discretion of the board's chief negotiator.

Approved: June 10, 2014

The board will not engage in piecemeal ratification of agreements. The board will not take action on the total “package of agreements” until after the teachers’ association has acted upon the same package of agreements. If after the completion of impasse procedures, the board and teachers’ association have not reached agreement, the board shall take action to conclude the matter as provided by law.

Approved: June 10, 2014

All tentative or preliminary agreements shall be placed in one package and presented as such to the board for its consideration of the entire package. The board shall consider all of the tentative agreements in the package and communicate to its team as soon as possible those items to which the board can agree and those items to which the board cannot agree. The board shall then send the board’s team to additional negotiating sessions with appropriate instruction in regard to unresolved proposals.

Approved: June 10, 2014

HAL Announcement of Agreement

HAL

The board may announce its ratification of the agreement by whatever means the board deems advisable.

Approved: June 10, 2014

HAN Slowdowns

HAN

The board opposes work slowdowns by its teachers.

Approved: June 10, 2014

HAN-R Slowdowns

HAN-R

If any district teacher engages in a practice commonly known as a “slowdown,” the board shall immediately direct the superintendent and other administrators to investigate the situation and report back to the board instances in which a teacher is not performing in accordance with the terms of the contract. The board shall take whatever action may be deemed appropriate, including termination of the teacher.

Approved: June 10, 2014



HAO Boycotts and Strikes

HAO

The board opposes boycotts and strikes by its teachers.

Approved: June 10, 2014

HAO-R Boycotts and Strikes

HAO-R

The superintendent may prepare a comprehensive plan to follow if district teachers strike.

This plan shall be kept confidential, with only key personnel having knowledge of its contents.

Approved: June 10, 2014