

NEGOTIATIONS

The board of education recognizes its duty to negotiate in good faith regarding terms and conditions of employment with the majority representatives of its unionized employees. To effectuate this responsibility, only board members who do not have a conflict of interest pursuant to opinions/decisions of the School Ethics Commission and/or to board bylaws shall participate in discussions of negotiations positions and vote on ratification of the tentative agreement reached by the board's bargaining team. For the purposes of this policy, any reference to the board shall mean only those board members of the board who can participate in negotiations.

The board shall appoint a negotiating committee or committees to represent it in negotiations with employee organizations, but all board members who can participate in negotiations retain the authority to review and to accept, or to reject, tentative agreement(s) reached by its negotiating committee(s).

The board's negotiating committees may include board members, administrators, and such outside negotiations experts as designated by the board; however, the number of board members assigned to any negotiations committee shall not constitute a majority of all board members who can participate in negotiations. Whenever possible, the negotiations committee(s) shall include one member to serve as the board's chief spokesperson.

The board, in consultation with administrators and the negotiations committee(s) shall set bargaining goals and parameters for any settlement. The committee(s) shall have the authority to negotiate within the parameters determined by the board; the committee(s) shall not have the authority to make proposals, or to agree to union proposals, which are not in accord with the board's parameters.

Members of the committee(s), other board members and administrators shall not have the authority to consult with or to negotiate with any employees or representatives of employees regarding any matters currently the subject of negotiations without the express consent of the committee.

The committee(s) shall regularly report to the board, in executive session, the progress of negotiations and may seek additional direction or advice from the full board, the administrative staff, or any outside negotiations expert designated by the board.

The board shall provide committee members and other interested board members with the opportunity to attend labor relations training programs. To keep the full board informed of the process, members attending such programs will report to the board at the first executive session following the program.

The board shall designate a spokesperson for contacts with the public and the press regarding negotiations. Board members and administrators shall refer all inquiries concerning negotiations to this spokesperson. No board member or administrator other than the designated spokesperson has the authority to discuss any aspect of negotiations without the express consent of the board.

The board shall direct the superintendent to establish, in consultation with the board, the administrative staff and any labor relations consultants designated by the board, procedures for administrative involvement in the negotiations process and for the administration of the negotiated agreement(s).

NEGOTIATIONS (continued)

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Key Words

Negotiations, Representation, Agreement, Consultation

Legal References: N.J.S.A. 34:13A New Jersey Employer-Employee Relations Act

Ridgefield Park Education Association V. Ridgefield Park Board of Education, 78 N.J. 144 (1978)