

# POLICY

SOMERSET COUNTY  
BOARD OF EDUCATION

<b>Date Submitted:</b> January 18, 2000 <b>Date Reviewed:</b> September 19, 2006 March 17, 2009	<b>Number:</b> <b>700-50</b>
<b>Subject:</b> Negotiation Goals/ Priority Objectives	<b>Date Approved:</b> February 15, 2000 October 17, 2006 June 16, 2009 <b>Date Revised:</b> September 19, 2006 March 17, 2009 <b>Date Effective:</b> February 15, 2000 October 17, 2006 June 16, 2009

1. **PURPOSE**

To establish negotiation goals and priority objectives.

2. **POLICY**

- A. Education Article - In accordance with The Educational Article of the Annotated Code of Maryland, "negotiate" includes the duty to:
- (1) Confer in good faith, at all reasonable times.
  - (2) Reduce to writing the matters agreed on as a result of the negotiations.
- B. Negotiation Team - The Board of Education of Somerset County designates all certified employees as a unit for purposes of negotiation and recognizes the Maryland State Teachers Association as the employee organization that represents that unit. Upon request, the Board of Education of Somerset County, or its designated representatives, shall meet and negotiate with designated representatives of the employee organization, which is designated as the exclusive negotiating agent for the certificated and classified employees of the Board of Education of Somerset County on all matters that relate to salaries, wages, hours and other working conditions, as limited by law.
- C. Goals - It is the intent of the Board to conduct negotiations which achieve the following goals:
- (1) To establish and promote employee relations which will support the mission and goals of the Somerset County Public Schools.
  - (2) To ensure that employees' salaries, wages, hours and other working conditions are conducive to advancing the achievement of all students.
  - (3) To conduct negotiations and contract management in a spirit and climate of cooperation and mutual respect.
  - (4) To meet all legal requirements of federal and state statutes.