

**Contents**

File: H - NEGOTIATIONS ..... 2  
File: HA - NEGOTIATIONS GOALS ..... 3  
File: HB - NEGOTIATIONS LEGAL STATUS..... 4  
File: HF - SCHOOL COMMITTEE NEGOTIATING AGENTS ..... 5

## **File: H - NEGOTIATIONS**

NOTE: This section is for filing policies relating to the process of negotiations, not for filing personnel "policies" that have been negotiated. (Most of the latter would go in the Personnel Section if you determine to include items from negotiated agreements in your policy manual.)

In compiling a policy manual, you need to make a decision at the start as to how you will handle the various statements in agreements with staff units that relate to the bargaining process and to employee compensation, benefits, and other conditions of work determined through the process.

It is recommended that:

1. You use references to pertinent portions of agreements as appropriate to the various categories in the classification system. Otherwise, use agreement excerpts verbatim as appropriate to the various categories.
2. Whichever method you choose, be consistent in the treatment of negotiated "policies" throughout your manual and give the same treatment to agreements with all staff units with which you negotiate.

Many examples of the use of contract references appear in the Personnel section of this reference manual.

**File: HA - NEGOTIATIONS GOALS**

The Gateway Regional School Committee recognizes that education is a public trust; it therefore is dedicated to providing the best possible educational opportunities for the young people of this community. In negotiations, this objective may be best attained if there is a climate of mutual trust and understanding between the negotiating parties.

The School Committee believes that the best interests of public education will be served by establishing procedures that provide an orderly method for the School Committee and representatives of the staff to discuss matters of common concern.

It is further recognized that nothing in negotiations will compromise the School Committee's legal responsibilities nor will any employee's statutory rights and privileges be impaired.

**File: HB - NEGOTIATIONS LEGAL STATUS**

All negotiations between the School Committee and recognized employee groups are conducted subject to Chapter 150E of the General Laws. The legal status of negotiations is defined in part by Section 2 of that Chapter, as follows:

"Employees shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion. An employee shall have the right to refrain from any and all of such activities, except to the extent of making such payment of service fees to an exclusive representative as provided in Section twelve."

Statutory

LEGAL REF.: M.G.L. 150E:1 et seq.

**File: HF - SCHOOL COMMITTEE NEGOTIATING AGENTS**

At the time of the annual organization of the School Committee, the Committee may designate the individual(s) who will be responsible for conducting the district's negotiations with its professional and support staff bargaining units.

LEGAL REFS.: M.G.L., 71:37E