

NEGOTIATIONS POLICY

The School Board or its representatives will negotiate with the exclusive representatives of each bargaining unit regarding the terms and conditions of employment, as defined in the P.E.L.R.A., but not on matters of inherent managerial policy which include, but are not limited to, such areas of discretion of policy as the functions and programs of the Board, its selection, direction, and number of personnel, overall budget, utilization of technology and the organizational structure.

It shall be the intent of the District 831 School Board to conduct negotiations consistent with all affecting Minnesota Statutes. This School Board policy is adopted to provide guidelines that will promote orderly and constructive relationships between all bargaining identities and the District. The Superintendent of Schools is responsible for initiating and completing bargaining within parameters provided by the School Board. Negotiation methods and procedures will be determined by the Superintendent.

Tasks necessary in preparation for negotiations include development of bargaining goals and objectives, deciding parameters, comparative research, formulation of proposals, and cost analysis.

The School Board or designee will “meet and confer” with representatives of exclusive representatives of the employee groups to discuss policies and those matters relating to their employment defined by the Board as non-negotiable.

ADOPTED: 12/6/94
REVISED: 4/4/95
REVISED: 4/2/20