

NEGOTIATIONS LEGAL STATUS

The Board is not required by law to negotiate with any single group of its employees for the purpose of entering into binding contracts affecting salaries or other working conditions of such employee groups.

However, because of the impracticability of individual conferences with all employees on such matters, the Board recognizes certain employee organizations, acting through their appropriate committees, as proper and sole representatives in dealing with grievances and complaints, and for consultation on matters affecting salary schedules, working conditions, and employee relations.

A condition of the Board's recognition of these committees as representatives of employee groups is the assurance of the represented organizations that these committees are authorized to act in such capacity and will maintain liaison with the represented employees as long as discussions continue, advising the employees of the progress and general tenor of the discussions so as to present the views and problems of employees to the Board.

Under law, the Board has the sole final authority to make determinations on all matters of employment and may not delegate any portion of this ultimate responsibility either to administrative employees or to any organizations representing groups of employees.

[Adoption date: August 6, 1991]

LEGAL REFS.: ORC 3313.20; 3313.47