



COLLECTIVE BARGAINING

The Board encourages and promotes a good and fair working relationship with the staff. The Board recognizes the right of staff to join labor organizations of their own choosing and to be represented by such organizations in the negotiations of such matters and according to such procedures as may be required by law or agreement of the parties. The Board will engage in collective bargaining with the properly designated bargaining units and will abide by collective bargaining agreements reached with such properly designated bargaining units.

The District always strives to put its best offer forward while mindfully planning for the entirety of its operations. In an effort toward openness and transparency the chief negotiator will post to the District website a District statement of any substantial contract and compensation changes being sought or offered shortly after parameters of the Board are established, but not before official bargaining begins. In addition to the District statement, a joint statement with the union is encouraged. The posted statement will be updated if new information or understanding necessitates a change in Board parameters.

The chief negotiator representing the District shall be appointed by the superintendent. The chief negotiator will advise and inform the Board regarding negotiations' progress and shall negotiate within parameters established by the Board. Any agreements reached by the chief negotiator will not be binding upon the Board until formally approved by the Board.

The superintendent will establish a team of negotiators to represent the Board of Directors in collective bargaining. Members of the negotiating team will be selected from the District's administrative staff and may include outside consultants. All members of the negotiating team will be directly responsible to the superintendent.