

Negotiations Goals and Objectives

The Ralston Board of Education will adopt the following guidelines in complying with the provisions of the law.

- The Board will recognize duly elected bargaining representatives of its employees, or unit of employees, and will willingly carry out all provisions of the law.
- The Board will establish guidelines under which these representatives may negotiate with the duly elected representatives of the employee groups.
- The Board, or its representatives, will prepare proposals representing the recommended action of the Board in response to any proposals received from employee organizations and will negotiate on the subject matter contained therein with the full understanding that the Board need not agree to a proposal or be required to make a concession.
- The Board will direct its bargaining representatives to reach agreement on all matters under consideration when such matters are within the guidelines established by the Board.
- The Board will direct its representatives to agree on individual matters only on a temporary basis with final approval to be included only in the final ratified agreement.
- The Board will safeguard the rights of the individual citizen to know what is being negotiated, the effect on the educational program and services of the district, and the cost to the taxpayer.
- The Board will direct its representatives to negotiate on all reasonable items.

Board Negotiating Agents

The Ralston Board of Education will determine the make-up of its negotiating teams.

Negotiating team agents may include Board members, the Superintendent or their designee, legal counsel, or outside consultants.

Superintendent's Role in Negotiations

The Superintendent of the Ralston School District will provide the Board of Education with information, counsel, and support personnel as a necessary function of negotiating activities. The Superintendent may be called upon by the Board of Education to take an active role in the negotiation process.

Payment of Negotiations Costs

Expenses in the negotiating process will be borne by the party which incurs the expense except upon the declaration of an impasse in which case all costs of mediation will be shared equally by the Ralston School District and the employee organization.

Preliminary Negotiated Agreement

A preliminary negotiated agreement will be submitted to the full Ralston Board of Education for final approval on behalf of the Ralston School District. After ratification by the employee group, it will be signed by the official representatives and become final.

Adopted on: July 25, 2016

Revised on :March 25, 2024

Reviewed on: March 11, 2024