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1 **HAA Legal Status**

**HAA**

2  
3 The board shall negotiate with its professional employees as provided by law.  
4

5 Approved: June 12, 2001

6 Reviewed: March 29, 2011

7 Reviewed: September 9, 2025

1 **HAB Goals and Objectives**

**HAB**

2  
3 Professional negotiations are for the purpose of determining the terms and conditions of  
4 employment as defined by law.

5  
6 Approved: June 12, 2001

7 Reviewed: March 29, 2011

8 Reviewed: September 9, 2025

1 **HAC Scope of Negotiations** (See HAI)

HAC

2  
3 In general, negotiations shall be limited to topics that are mandatorily negotiable. How-  
4 ever, the board may choose to negotiate other issues it deems in the best interests of the district.  
5

6 Approved: June 12, 2001

7 Revised: July 12, 2005

8 Reviewed: March 29, 2011

9 Reviewed: September 9, 2025

1 **HAE Board Negotiating Representatives**

HAE

2  
3 The board shall select as its representative(s) those persons the board feels will best rep-  
4 resent the interests of the district.

5  
6 Approved: June 12, 2001

7 Reviewed: March 29, 2011

8 Revised: October 13, 2020

1 **HAHBA Use of School Facilities**

HAHBA

2  
3 School facilities shall be made available for negotiating sessions.

4  
5 School facilities for negotiating sessions shall be made available without cost to the  
6 teachers' organization. If the representatives of the teachers wish to negotiate in facilities not fur-  
7 nished by the board, none of the costs of any other facilities shall be paid for by the board.

8  
9 Approved: June 12, 2001

10 Reviewed: March 29, 2011

11 Revised: September 9, 2025

1   **HAHBB**       **Use of School Equipment**

**HAHBB**

2  
3           The board may make school equipment available for negotiating sessions.

4  
5   Approved:     June 12, 2001  
6   Reviewed:     March 29, 2011  
7   Reviewed:     September 9, 2025

1 **HAI Negotiations Procedures**

HAI

2  
3 The time, place, duration, notification, agenda and rules of order shall be as agreed by the  
4 board team and teachers' team.

5  
6 Distribution of Information

7 Board distribution of information concerning negotiating sessions shall be discretionary  
8 with the board.

9  
10 Research Assistance

11 Upon request, the board shall furnish to the association any information which is public  
12 record. The board may agree to furnish other information in a form determined by the board.

13  
14 Minutes and Records

15 The board's team shall keep records of all negotiating sessions.

16  
17 Reporting to Staff and Board

18 The board's team shall keep the board fully advised at all times as to the status of negotia-  
19 tions. The board shall report to the staff such information as the board deems advisable.

20  
21 Reporting to the Media and Public

22 The board reserves the right to release information regarding negotiations to the media  
23 and the public. Such release shall be prepared by the superintendent.

24  
25 Approved: June 12, 2001

26 Revised: March 29, 2011

27 Reviewed: September 9, 2025

1 **HAJ Preliminary Agreement Disposition**

HAJ

2  
3 All tentative agreements shall be reported to the board.  
4

5 Approved: June 12, 2001

6 Reviewed: March 29, 2011

7 Reviewed: September 9, 2025

1 **HAK Ratification Procedures**

HAK

2  
3 The board will not engage in piecemeal ratification of agreements. If after the completion  
4 of impasse procedures, the board and teachers' association have not reached agreement, the board  
5 shall take action to conclude the matter as provided by law.  
6

7 All tentative or preliminary agreements shall be placed in one package and presented to  
8 the board for its consideration.  
9

10 Approved: June 12, 2001

11 Reviewed: March 29, 2011

12 Revised: September 9, 2025

1 **HAL Announcement of Agreement**

HAL

2  
3 The board may announce its ratification of the agreement.  
4

5 Approved: June 12, 2001

6 Reviewed: March 29, 2011

7 Reviewed: September 9, 2025

1 **HAN Slowdowns**

HAN

2  
3 The board opposes work slowdowns by its teachers.  
4

5 If any district teachers engage in a practice commonly known as a "slowdown," the board  
6 shall immediately direct the superintendent and other administrators to investigate the situation  
7 and report back to the board instances in which a teacher is not performing in accordance with  
8 the terms of the contract. The board shall take whatever action may be deemed appropriate, in-  
9 cluding termination of the teacher.  
10

11 Approved: June 12, 2001

12 Reviewed: March 29, 2011

13 Revised: September 9, 2025