

GOVERNANCE POLICIES OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

BG 2.14 LABOR RELATIONS

(1) LEGAL STATUS

(a) “Collective bargaining” is defined as the performance of the mutual obligation of the employer and its employees in a collective bargaining unit to meet and confer at reasonable times, in good faith, with the intention of reaching an agreement or to resolve questions arising under such an agreement.

(b) The Board shall meet and confer with any recognized bargaining unit with respect to wages. Any agreement reached shall be put in writing and presented to the Board for approval.

(c) The Board may meet and confer with any recognized bargaining unit or other employee group with respect to other working conditions; however, the Board is not required to meet and confer on subjects reserved to management, except as those subjects affect the employees’ base wages. Nor does the law require the Board to accede to any demand made by a bargaining unit or employee group, as only the Board has been granted by statute the final authority to establish policies for the school system.

(2) BOARD AGENTS

(a) The Board is ultimately responsible for meeting the obligations of this policy; however, the Superintendent shall have supervisory authority over the labor negotiations staff.

(b) The Board reserves the right to employ persons outside of the District as needed to assist in labor-relations activities.

(3) RECOGNIZED BARGAINING UNITS

(a) In accordance with Wisconsin Statutes, the Wisconsin Employment Relations Commission certifies bargaining units as the exclusive representatives of the various classifications of personnel. The Board recognizes the following as certified bargaining units:

- Milwaukee Teachers Education Association (MTEA)
- Psychologists Association of the Milwaukee Public Schools (PAMPS)
- Milwaukee Building & Construction Trades Council

(c) The superintendent or his/her designee shall also maintain an up-to-date list of those positions not included in any recognized bargaining unit.

(4) DISCLOSURE OF TERMS

The Administration shall provide full disclosure of the terms, as well as the fiscal and policy implications, of the District’s wage agreements with all collective bargaining units to the Board before said agreements come before the Board for approval.

History: Revised 3-29-95; Reaffirmed 4-25-96; Revised 4-24-97, 10-29-15, 11-18-21
Previous Coding: BG 2.15, prior to 6-26-96
Legal Ref.: W.S. 19.86; 111.70; 111.83-111.91; 118.223; 118.245; 119.04(1); 120.12(4m);
Contract Ref.: MPS Employee Handbook

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