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H – NEGOTIATIONS

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HA Professional Negotiations HA

The board is subject to and governed by the provisions of KSA 72-2218 *et. seq.* with regard to professional negotiations with certified employees of the district. The terms *professional negotiations, negotiations,* or *negotiating,* as used throughout this section, refer to negotiations pursuant to the statutory provisions of KSA 72-2218 *et. seq.* and relate only to the certified staff of the district.

Approved: 5-11-92

HAA Legal Status HAA

The board shall negotiate with its certified teachers as provided by board rules and regulations, except where such negotiation is covered by applicable law.

Approved: 5-11-92

HAA-R Legal Status HAA-R

In the event teachers' association requests and is granted recognition by the board, as provided by law, the board shall negotiate with representatives of such association in the manner outlined elsewhere in these policies.

If at any time during informal meetings between the board and the employees, employees attempt to turn the meetings into formal negotiation sessions, the board shall immediately cease such conferences until such time as the employees request formal recognition and meet the statutory requirements.

Approved: 5-11-92

HAB Goals and Objectives HAB

Negotiating is for the purpose of improving the terms and conditions of employment as defined by law.

Approved: 5-11-92

HAC Scope of Negotiations (See HAI) HAC

Negotiations shall cover only topics that are negotiable under current law. The board reserves the right to negotiate any topic the board deems in the best interest of the district.

Approved: 8-9-04

HAE Board Negotiating Representatives HAE

The board shall select as its representative(s) those person(s) the board feels will best represent the interests of the district.

Each year the board shall designate its representative(s) for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board regarding who shall be the chief negotiator for the board and other members of the negotiating team.

Approved: 08-10-20

HAHBA Use of School Facilities HAHBA

District facilities will be made available for negotiating sessions.

Approved: 5-11-92

HAHBA-R Use of School Facilities HAHBA-R

All negotiating sessions shall be held within the legal boundaries of the district. District facilities for negotiating sessions shall be made available without cost to the teachers' organization. If the representatives of the teachers wish to negotiate in facilities not furnished by the board, none of the costs of any such other facilities shall be paid by the board except by specific prior approval.

Approved: 5-11-92

HAHBB Use of School Equipment HAHBB

The board may make district equipment available for negotiating sessions.

Approved: 5-11-92

If the teachers' representatives desire certain school equipment for negotiating sessions, the use of which involves additional costs or personnel, a request for such equipment shall be made to the superintendent at least one day in advance of the day scheduled for negotiating. Such requests shall be subject to the approval of the superintendent.

Approved: 5-11-92

Time and Place

The time and place of negotiating sessions shall be decided by the board's team and the teachers' team.

Time Limits

Time limits on negotiating sessions shall be as agreed between the board's team and the teachers' team.

Notification

Notification of negotiating sessions shall be as agreed between the board's team and the teachers' team.

Agenda Determination

The agenda for negotiating sessions shall be as agreed between the board's team and the teachers' team.

Distribution of Information

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

Research Assistance

The board shall furnish to the association such information as is a matter of public record in such form as the superintendent determines.

Quorum

Quorum for negotiating sessions shall be as agreed by the board's team and the teachers' team.

Rules of Order

The rules of order or procedure to be followed during negotiating sessions shall be as agreed between the board's team and the teachers' team.

Minutes and Records

The board's team shall keep reasonable detailed minutes and records of all negotiating sessions.

Reporting to Staff and Board

The board's team shall keep the board fully advised at all times as to the status of negotiations. The board may, from time to time, report to the staff such information as the board deems advisable.

Reporting to the Press and Public

The board reserves the right to report to the press and to the public at any time any fact regarding negotiations.

Approved: 5-11-92

Minutes and Records

One member of the board's team shall be designated to keep reasonably detailed minutes and records of all negotiating sessions.

Reporting to Press and Public

Before any school board news release or statement on negotiations to the press and public is made, such release shall be prepared by the chief negotiator and the superintendent and approved by the president of the board. If the president of the board is unavailable, the vice-president of the board shall make such determination; and if the vice-president is also unavailable, the superintendent shall make such determination. No other person is authorized to release to the public or press, on behalf of the board, any information in regard to negotiations.

Research Assistance

If any additional expense is incurred by the board in making information available pursuant to this policy, such information shall not be supplied to the teachers' team unless the board is first reimbursed for any such expense. Matters not of public record shall not be made available to the teachers' team without the prior consent of the board.

Approved: 5-11-92

HAJ Preliminary Agreement Disposition HAJ

All preliminary agreements shall be reported to the board at either a special or regular board meeting, or prior to such meeting at the discretion of the superintendent.

Approved: 5-11-92

HAK Ratification Procedures HAK

All tentative or preliminary agreements shall be placed in one package and presented to the board for its consideration. The board shall not engage in piecemeal ratification of agreements except under special and unusual circumstances. The board shall consider all tentative agreements in the package and communicate to its team as soon as possible those items to which the board cannot agree. The board shall then send the board's team to additional negotiating sessions with appropriate instructions in regard to unresolved proposals. Ratification of negotiated agreement shall be in accordance with the statutory procedures.

Approved: 5-11-92

HAL Announcement of Agreement HAL

The board may announce its ratification of the agreement.

Approved: 5-11-92

HAN Work Slowdowns HAN

Work slowdowns by certified employees are prohibited.

Approved: 5-11-92

HAN-R Work Slowdowns HAN-R

If any district teachers engage in a practice commonly known as a *work slowdown*, the board shall immediately direct the superintendent to investigate the situation and report to the board each and every instance in which a teacher is not performing in accordance with the terms of his/her contract. The board shall take whatever action may be deemed appropriate, including termination of the teacher, as the facts in each situation warrant.

Approved: 5-11-92

HAO Boycotts and Strikes HAO

Work boycotts and strikes by certified employees are prohibited.

Approved: 5-11-92

If any district teachers engage in boycotts or strikes, the board shall immediately direct the superintendent to investigate the situation and report to the board each and every instance in which a teacher is not performing in accordance with the terms of his/her contract. The board shall take whatever action may be deemed appropriate, including termination of the teacher, as the facts in each situation warrant.

In the event of a boycott or a strike against the district, the superintendent shall prepare and submit to the board a draft of a comprehensive plan for the board to follow in such circumstances.

Approved: 5-11-92