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HAA - Legal Status

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

Approved: 5/26

KASB Recommendation - 4/07

HAB - Goals and Objectives

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

Approved: 5/26

KASB Recommendation - 4/07

HAC - Scope of Negotiations

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

Approved: 5/26

KASB Recommendation – 6/04; 4/07

HAE - Board Negotiating Representatives

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: 5/26

KASB Recommendation - 4/07; 6/20

HAF - Superintendent's Role

The superintendent shall not be the chief negotiator for the board. The superintendent shall only act in an advisory capacity.

Approved: 5/26

KASB Recommendation - 4/07

HAHBA - Use of School Facilities

School facilities shall be made available for negotiating sessions 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 other facilities shall be paid for by the board.

Approved: 5/26

KASB Recommendation - 4/07

HAHBB - Use of School Equipment

The board may make school equipment available for negotiating sessions.

Approved: 5/26

KASB Recommendation - 4/07

HAI - Negotiations Procedures

(See CN)

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

Distribution of Information

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

Research Assistance

Upon request, the board shall furnish to the association any information which is public record.

Information not currently available in the form requested by the association, at the discretion of the board, may be supplied if the association reimburses the board for any additional expenses. (See CN)

Minutes and Records

One member of the board's team shall be designated to keep reasonably detailed minutes and records of all negotiating sessions. Following each session, a person shall transcribe the minutes and notes and distribute the minutes to the board.

Reporting to the Staff and Board

The board shall, through the superintendent, be fully advised as to the status of the negotiating sessions. The board shall be furnished copies of the minutes and records of each session. The board shall, through the superintendent, report to the staff information as the board deems advisable.

Reporting to the Media and Public

The board reserves the right to release to the media and public information regarding negotiations. Before any school board news release or statement on negotiations to the press and public is made, the 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 the determination, and if he is also unavailable, the superintendent shall make the determination. No other person is authorized to release to the public or press, on behalf of the board, any information in regard to negotiations.

Approved: 5/26

KASB Recommendation - 4/07

HAJ - Preliminary Agreement Disposition

All tentative agreements shall be reported to the board.

Approved: 5/26

KASB Recommendation - 4/07

HAK - Ratification Procedures

The board will not engage in piecemeal ratification of agreements. The board will not take action on the total "package of agreements" until after the teachers' association has acted upon the same package of agreements. If after the completion of impasse procedures, the board and teachers' association have not reached agreement, the board shall take action to conclude the matter as provided by law.

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

Approved: 5/26

KASB Recommendation - 4/07

HAL - Announcement of Agreement

The board may announce its ratification of the agreement.

Approved: 5/26

KASB Recommendation - 4/07

HAN - Slowdowns

The board opposes work slowdowns by its teachers.

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

Approved: 5/26

KASB Recommendation - 4/07