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NEGOTIATIONS

The Board is governed by State law regarding collective bargaining with its certified employee bargaining units for the purpose of entering into binding contracts. The scope of bargaining includes matters pertaining to wages, hours, terms, other conditions of employment and the continuation, modification or deletion of an existing provision of a collective bargaining agreement.

The Board negotiates in good faith with the District's bargaining units that are certified by the State Employment Relations Board (SERB) and endeavors to reach agreement on items properly within the scope of bargaining.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

[Re-adoption date: August 14, 2008]

LEGAL REF.: ORC Chapter 4117

CROSS REF.: HD, School Board Negotiating Powers and Duties

CONTRACT REFS.: Teachers' Negotiated Agreement
Support Staff Negotiated Agreement

SCHOOL BOARD NEGOTIATING POWERS AND DUTIES

The Board is recognized as the sole employer of the District and will maintain all management rights as defined by law, except as specifically provided in the negotiated agreement(s). The Board will be a party to the labor contract(s) or agreement(s) entered into with the certified employee organization(s).

The Board has a duty to choose a negotiating team to meet with the representatives of the certified employee unit(s) to fulfill its responsibilities to bargain collectively in compliance with law.

The Board has the responsibility of reviewing any tentative agreement reached in bargaining with the employee organization and approving or disapproving such agreements.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REF.: ORC Chapter 4117

BOARD NEGOTIATING AGENTS

Prior to commencement of any negotiations, the Board will decide whether to appoint a professional negotiator or to appoint representatives from within the District to serve as the Board's negotiating team(s). The fee or salary for a professional negotiator will be established by the Board at the time of appointment. The Board will appoint to the bargaining team those who will best serve the District's interest and who meet the qualifications mandated by law.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.04; 4117.20

BOARD NEGOTIATING AGENTS

Appointment of a Professional Negotiator

The negotiator's fees or salary will be established at the time of appointment.

The duties of the negotiator will be as follows:

1. To negotiate in good faith with the recognized bargaining units to attempt to arrive at a mutually satisfactory agreement on issues which are properly within the scope of bargaining:
 - A. assist and direct the Board's bargaining team in accumulating necessary data and information which may be needed for negotiations;
 - B. follow guidelines set forth by the Board as to acceptable agreements and will report on the progress of negotiations and
 - C. make recommendations to the Board as to acceptable agreements.
2. The negotiator will interpret the signed negotiated contracts to Board members and administrators.
3. The negotiator may also be requested to plan, organize, direct and represent the District in fact-finding, arbitration and any other hearings involving negotiated contracts or grievances.

(Approval date: June 14, 1993)

(Re-approval date: December 14, 1998)

SUPERINTENDENT'S ROLE IN NEGOTIATIONS

To the extent determined by the Board and permissible by law, the Superintendent will be closely involved in planning, preparing and participating in the bargaining process.

The direct nature of involvement by the Superintendent at the bargaining table will be determined by the Board in close communication with the Superintendent.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.20
4123.01

EMPLOYEE ORGANIZATIONS

The employee organization(s) certified as the exclusive bargaining representative(s) of the employee group(s) by the State Employment Relations Board (SERB) will be in compliance with State law.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.05-4117.07

CONTRACT REF.: Teachers' Negotiated Agreement

PRIVILEGES OF STAFF NEGOTIATING ORGANIZATIONS

Except as may be expressly limited by negotiated agreements(s) the Board recognizes that public employees generally have the following rights:

1. to form, join, assist, participate in or refrain from forming, joining, assisting or participating in any employee organization;
2. to be represented by an employee organization;
3. to bargain collectively with their public employers to determine wages, hours, terms, other conditions of employment and continuation, modification or deletion of an existing provision of a collective bargaining agreement and enter into collective bargaining agreements and
4. to present grievances (with the right to be represented by representation or counsel of their choice) and have them adjusted, without the intervention of the bargaining representatives, as long as the bargaining representatives have the opportunity to be present at the adjustment.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.01; 4117.03; 4117.08; 4117.10

CONTRACT REF.: Teachers' Negotiated Agreement

PAYMENT OF NEGOTIATIONS COSTS

The Board will appropriate funds to provide representation for the District in the collective bargaining process. The costs of negotiations will vary depending upon the Board's use of professional negotiators and the involvement of school administrators and experienced staff.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REF.: ORC 4117.14

NEGOTIATIONS PROCEDURE

The negotiations procedure may be jointly developed by the Board and the certified employee organization(s) in compliance with State law. In absence of a mutually agreed-upon dispute resolution process, the negotiations procedure provided by State statute will prevail.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.14; 4117.21

CROSS REF.: HN, Impasse Procedures

CONTRACT REF.: Teachers' Negotiated Agreement

NEGOTIATIONS DEADLINES FOR THE BOARD

The Board and the certified employee organization(s) will bargain under a mutually agreed-upon negotiations procedure, which will continue in full force and effect all the terms and conditions of any existing bargaining agreement. The parties shall continue to bargain in good faith, and the contract will remain in full force and effect, until the impasse procedure is exhausted or the contract expires, whichever is later.

When the tentative agreements on all collective bargaining issues between the Board and the employee organization are submitted to the Board, the Board will act on the tentative agreement as a whole, within 30 calendar days.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REF.: ORC 4117.14

CONTRACT REF.: Teachers' Negotiated Agreement

RELEASE OF NEGOTIATIONS INFORMATION

Negotiations between the Board and an employee organization are private and should not be conducted in public session. Communication relative to the bargaining process with the news media and the public will be by a person or persons designated by the Board; such communications will be carried out in accordance with other Board policy and the obligation of the Board under the collective bargaining contract(s) or agreement(s).

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 121.22
4117.21

CONTRACT REF.: Teachers' Negotiated Agreement

PROCEDURES FOLLOWING RATIFICATION

The Board will ensure that the negotiated agreement is distributed to all administrative staff. The Board will provide an in-service orientation program on the implications of the provisions included in the contract or agreement for all its administrative staff.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REF.: ORC 4117.14

IMPASSE PROCEDURES

The Board and the certified employee organization(s) may jointly develop and agree upon an alternative impasse procedure to those contained in the Ohio Revised Code. Agreement on this alternative impasse procedure should take place prior to the start of bargaining or at least 45 days prior to the expiration of the contract(s) or agreement(s).

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REF.: ORC 4117.14

CROSS REF.: HJ, Negotiations Procedure

CONTRACT REF.: Teachers' Negotiated Agreement

WORK STOPPAGE

This Board of Education is obligated and committed to provide certain basic services to children residing in the school districts under its jurisdiction and as contracted. Therefore, if the schools are open and the students are in attendance, those basic services will be provided. To neglect those responsibilities would result in the loss of funds to the school district.

Recognizing the fact that a local district for various reasons could have a work stoppage, this Board of Education remains committed to providing services to the schools and will fulfill its obligations.

Members of the nonteaching staff are required at all times to perform their duties as assigned by the Superintendent and his/her administration. Employees who fail to perform their duties when so required will be subject to loss of pay and disciplinary measures in accordance with the policies of this Board and the laws of the State and may be subject to the loss of benefits as well.

[Adoption date: June 14, 1993]

[Re-adoption date: December 14, 1998]

LEGAL REFS.: ORC 4117.01; 4117.15; 4117.16

CONTRACT REF.: Teachers' Negotiated Agreement