

SECTION H: NEGOTIATIONS

HA	Negotiations
HAA	Negotiations Priority Objectives
HB	Negotiations Legal Status
HC	Scope of Negotiations
HD	School Board Negotiating Powers and Duties
HE	Board Negotiating Agents
HF	Superintendent's Role in Negotiations
HG	Employee Organizations
HH	Privileges of Staff Negotiating Organizations
HI	Payment of Negotiations Costs
HJ	Negotiations Procedure
HJA	Negotiations Deadlines for the Board
HK	Release of Negotiations Information
HL	Preliminary Negotiated Agreement Disposition
HM	Procedures Following Ratification
HN	Impasse Procedures
HO	Work Stoppage
HP	Negotiated Amendments and Renegotiations Procedures

NEGOTIATIONS

The Board is governed by State law regarding collective bargaining with its professional 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 professional bargaining units and endeavors to reach agreement on items properly within the scope of bargaining.

[Adoption date: June 1, 2003]

LEGAL REF.: ORC Chapter 4117

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 specifically retains unto itself all management rights as defined by law, except as specifically provided in the negotiated agreement(s). The Board is a party to the labor contract(s) or agreement(s) entered into with the professional employee organization(s).

The Board has a duty to choose a negotiating team to meet with the representatives of the professional 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 1, 2003]

LEGAL REF.: ORC Chapter 4117

BOARD NEGOTIATING AGENTS

Prior to commencement of any negotiations, the Board decides whether to appoint a professional negotiator and/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 is established by the Board at the time of appointment. The Board appoints members to the bargaining team who best serve the District's interest and who meet the qualifications mandated by law.

[Adoption date: June 1, 2003]

LEGAL REFS.: ORC 4117.04; 4117.20

BOARD NEGOTIATING AGENTS

Appointment of a Professional Negotiator

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

The duties of the negotiator are to:

1. 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 by:
 - A. assisting and directing the Board's bargaining team in accumulating necessary data and information which may be needed for negotiations;
 - B. following guidelines set forth by the Board as to acceptable agreements and report on the progress of negotiations and
 - C. making recommendations to the Board as to acceptable agreements;
2. interpret the signed negotiated agreements to Board members and administrators and
3. plan, organize, direct and represent the District in fact-finding, arbitration and any other hearings involving negotiated agreements or grievances.

(Approval date: June 1, 2003)

SUPERINTENDENT'S ROLE IN NEGOTIATIONS

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

The degree of involvement by the Superintendent in negotiations is specifically determined by the Board upon consultation with the Superintendent.

[Adoption date: June 1, 2003]

LEGAL REFS.: ORC 4117.20
4123.01

PAYMENT OF NEGOTIATIONS COSTS

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

[Adoption date: June 1, 2003]

LEGAL REF.: ORC 4117.14

RELEASE OF NEGOTIATIONS INFORMATION

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

[Adoption date: June 1, 2003]

LEGAL REFS.: ORC 102.03
121.22
4117.21

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

PROCEDURES FOLLOWING RATIFICATION

The Board shall reproduce the contract agreement and distribute it to all administrative staff. In addition, the Board will provide for all its administrative staff an in-service on the meaning and obligation of the provisions included in the contract or agreement.

[Adoption date: June 1, 2003]

LEGAL REF.: ORC 4117.14

WORK STOPPAGE

State law defines a strike to be a concerted action in failing to report to duty; willful absence from one's position; stoppage of work; slowdown, or absence in whole or in part from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing, or coercing a change in wages, hours, terms and other conditions of employment. Strike does not include stoppage of work by employees in good faith because of dangerous or unhealthful working conditions at the place of employment that are abnormal to the place of employment.

Further definition of employee work stoppage may be negotiated in the collective bargaining contract.

Should a strike occur, the Board will make efforts to keep the schools open and operating. Precautions will be taken for the safety and health of the working staff and students.

The Board shall direct the administration to develop a strike plan as a precautionary measure well in advance of any anticipated work stoppage.

[Adoption date: June 1, 2003]

LEGAL REFS.: ORC 4117.01; 4117.15; 4117.16

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