

## **BOARD POLICIES -- Section H -- Negotiations**

### **BOARD POLICIES UNDER SECTION H -- NEGOTIATIONS**

#### **HAA Legal Status**

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

#### **HAB Goals and Objectives**

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

#### **HAC Scope of Negotiations (See HAI)**

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.

#### **HAE Board Negotiating Agents**

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

#### **HAF Superintendent's Role**

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

#### **HAHBA Use of School Facilities**

School facilities shall be made available for negotiating sessions.

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### **HAHBA-R Use of School Facilities (Continued)**

School 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 other facilities shall be paid for ty the board

### **HAHBB Use of School Equipment**

The board may make school equipment available for negotiating sessions.

### **HAI Negotiations Procedures**

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. The board may agree to furnish other information in a form determined by the board.

#### Minutes and Records

The board's team shall keep 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 shall, through the superintendent, report to the staff such 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 through the board president and superintendent, who shall usually confer prior to such releases.

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### **HAI-R Negotiations Procedures (Continued)**

#### **Reporting to the Staff and Board**

The board shall, through the superintendent, be fully advised as to the status of the negotiating sessions.

#### **Research Assistance**

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)

### **HAJ Preliminary Agreement Disposition**

All tentative agreements shall be reported to the board.

### **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.

#### **HAK-R Ratification Procedures**

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

### **HAL Announcement of Agreement**

The board may announce its ratification of the agreement.

### **HAN Slowdowns**

The board opposes work slowdowns by its teachers.

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### **HAN-R Slowdowns (Continued)**

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.

### **HAO Boycotts and Strikes**

The board opposes boycotts and strikes by its teachers.

### **HAO-R Boycotts and Strikes**

The superintendent may prepare a comprehensive plan to follow if district teachers strike. This plan shall be kept confidential, with only key personnel having knowledge of its contents.

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