

School Board Negotiating Agents

The Board ultimately is responsible for negotiations with employee units. The superintendent shall be the chief negotiator for the Board. However, with Board approval, the superintendent has the authority to delegate this responsibility to another administrator provided that administrator does not belong to a unit which negotiates with the Board. The superintendent also may recommend that a professional negotiator be appointed.

If a professional negotiator is appointed, the fees or salary shall be determined by the Board.

Whether a professional negotiator or a member of the administrative staff, the duties of the chief negotiator shall be as follows:

1. To negotiate in good faith with certified bargaining units to arrive at a mutually satisfactory agreement on wages, hours and working conditions of employees represented by the units.
 - a. The chief negotiator shall select appropriate members of management to serve on the negotiation team. They shall not be members of any unit which negotiates with the Board.
 - b. The chief negotiator shall direct accumulations of necessary data needed for negotiations, such as comparative information.
 - c. The chief negotiator shall follow guidelines set forth by the superintendent and/or Board as to acceptable agreements and shall report on the progress of negotiations.
 - d. The chief negotiator shall make recommendations to the superintendent and/or Board as to acceptable agreements.
2. The chief negotiator shall interpret the signed negotiated contracts to administrators and coordinate all aspects of contract administration during the term of various contracts with employee organizations.
3. The chief negotiator, if other than the superintendent, shall serve as the official designate of the superintendent when the grievance procedure reaches the level of the superintendent.

4. The chief negotiator shall plan, organize, direct and represent the district in fact finding, arbitration and any hearings involving negotiated contracts or grievances brought under them.
5. The chief negotiator also shall offer suggestions on policies relating to the wages, hours and working conditions of employees or employee groups not covered by negotiated contracts.

August, 2000