

## **8055 NEGOTIATIONS CODE OF ETHICS**

The State of Minnesota, through legislative action, has taken cognizance of the need for a public policy governing employee-employer relationships and has set forth in Minnesota Statutes Annotated, Chapter 179, Section 179.61, the following:

"It is the public policy of this state and the purpose of Sections 179.62 to 179.77 to promote orderly and constructive relationships between all public employers and their employees subject, however, to the paramount right of the citizens of this state to keep inviolate the guarantees for their health, education, safety and welfare."

The School Board is aware that compensation of employees represents the greatest portion of the School District budget and the outcome of salary negotiations has the single greatest effect on School District expenditures. To assist the School Board in the conduct of negotiations, to ensure open effective communication regarding negotiations with the respective employee bargaining units, and to promote orderly and constructive relationships between the School Board and employees, School Board members and administrative staff are pledged to support the following code of ethics.

The School Board and administration will:

1. Make every reasonable effort to provide accurate and complete information to employees and the general public through in-house publications, news media (printed and electronic) and other appropriate means.
2. Respect the rights of all employees as established by the Public Employees Labor Relations Act (PELRA) and shall not engage in unfair labor practices as prohibited by that act.
3. Make every effort to preserve the concept that the governance of School District schools shall remain with the public's duly elected representative, the School Board.
4. Make every reasonable effort to arrive at a settlement which is economically practicable and which will not compromise the general well-being of students.
5. Regularly review the status of negotiations at School Board meetings and take initial proposals of both parties known to employees and public with an analysis of the potential impact of the proposals upon the School District.
6. Not circumvent the established negotiations process by negotiating with individual employees who are not members of the employee unit bargaining team.
7. Not circumvent the established negotiations process by allowing School District administrators and members of the School Board who have not been designated as members of the School District bargaining team to negotiate or attempt to negotiate with members of the employee unit bargaining team.
8. Avoid, insofar as is possible, the involvement of students in labor negotiations and expect the bargaining units will also avoid such student involvement.

Adopted: 01-20-1981 ISD 709