

Regulation HH-R(1): Negotiations - PVEA Board Salary Procedure

Status: ADOPTED

Original Adopted Date: 10/26/1998 | **Last Revised Date:** 11/17/2025 | **Last Reviewed Date:** 11/17/2025

PVEA Board Salary Procedure

The Platte Valley School District Re-#7 Board of Education recognizes the Platte Valley Education Association as the spokesperson for all employees, except administrators; working for the school district.

The Board Team agrees to discuss salary, benefits and working conditions with the Association's Team once each year with the settlement deadline dependent upon school finance legislation.

The Board Team for discussions will be composed of two board members selected by the board plus the superintendent and CFO/COO. The Association's Team shall be composed of no more than five members of the Platte Valley staff as defined above, represented by employees of the association of their choosing.

At the first meeting each year, which shall be held on or before April 1, the Association's Team will identify those items they wish to have the board consider. The Board Team will also identify those items they wish to have discussed. After the first meeting items may be clarified but no additional items can be submitted without the full consent of both teams.

Prior to the first meeting the Association's Team may schedule a session with the superintendent and/or CFO/COO to review the current and proposed budget and the most recent audit and to address needs of making comparison of salary schedule and fringe benefits with other school districts of comparable size and setting.

A representative of the Association's Team and the Superintendent will meet the morning after each meeting to review a draft of minutes to present to the association membership and the other board members. The composition of minutes may be done by email.

At the first or second meeting an attempt will be made to identify those items that may be easily settled and tentative agreements drafted. The final decision on all items, including tentatively agreed items, will be made at the conclusion of all items on the table.

When the Association Team and Board Team have come to agreement on all items or agreement to disagree on some items, the association's spokesperson and superintendent jointly put in writing all components of the agreed upon items. The Association Team will present the written agreement to the association membership and report the association membership's decision to the Superintendent in writing. The Superintendent and the Board Team will present the proposed agreement to the Board of Education at their next meeting. The Board of Education has final authority to accept or reject the agreement.

The settlement agreed upon and approved by the association membership and the Board shall be in effect for the ensuing budget year unless a fiscal emergency arises.

Approved: October 26, 1998

Revised: October, 2026
