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*Independent School District #118 Policy 444*

*Rescinds: HAA, HAB, HAD, HAE, HAF AND HAG*

*Issued: 1/21/82*

*Revised:*

*Reviewed: 9/12/17, 01/16/23*

## **444 NEGOTIATIONS**

All negotiations with any bargaining unit certified by the Bureau of Mediation Services shall be conducted in accordance with the Public Employees Labor Relation Act M.S. 179.

The Board shall always negotiate in good faith on appropriate concerns. It shall deal with staff negotiating units in an open and fair manner, and will sincerely endeavor to each agreement on items being negotiated.

The Board intends that negotiation procedures achieve the following goals:

1. to provide an assured avenue of access to the Board's decision-making processes when agreement is not attained through less formal means;
2. to guarantee employees that they will receive a thorough study of their proposals as well as full consideration in reaching decisions related to such proposals;
3. to provide an orderly means for resolving disputes;
4. to meet all legal requirements of the state statutes.

The Board of Education rights and duties regarding negotiating with a bargaining unit certified by the Bureau of Mediation Services shall be those defined in the Public Employees Labor Relation Act M.S. 179.66 Rights and Obligations of Employers.

The Board of Education may appoint from its membership or hire from outside sources a negotiator or negotiation team to represent them in any phase of the negotiation process and with any or all certified bargain units.

The role of the superintendent in the negotiation process shall be that as consultant to the negotiator or negotiating team. The superintendent has no authority to negotiate on behalf of the Board of Education unless the Board appoints him to the negotiating team or specifically authorizes him to act as their agent.

The staff rights and responsibilities shall be those defined in the Public Employees Labor Relations Act M.S. 179.65 Rights and Obligations of Employees.

*Legal References: MN STAT. 1984.462c28c*