

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Employee Negotiations

Code Number: 402.43

The Board of Education believes in open dialogue between labor and management. In order to develop contracts with the various employee groups, the Board and Superintendent will set up board/management teams to negotiate contracts. These groups may be formal as under Chapter 20 of the Iowa Code, or as informal as meet and confer groups.

Representation

The Board may appoint members of the Board to serve on these committees; the Superintendent will assign a management team. The District may have an attorney involved to the extent it deems necessary.

Proposals

The Board will meet with the Superintendent prior to negotiations and establish parameters for the negotiation committee. The superintendent and/or his/her designee will update the board as to issues and progress toward resolution of issues.

Ratification Agreements

No agreement is final until voted on by the Board at a public Board meeting.

Distribution of Contract Agreements

First Adoption: August 15, 2000
Revision Adoption: February 27, 2006
Legal Reference:

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Revised agreements shall be printed and distributed as practical or upon request. Revised salary and benefits schedules shall be used in accordance with the ratified dates of the contract.