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H - NEGOTIATIONS

(This section on negotiations is confined to professional employees negotiating under the professional employees' negotiations law – KSA 72-5413 et seq.)

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HAA Legal Status

HAA

The board shall negotiate with its certified professional employees as provided by law.

Approved: August 1993

HAB Goals and Objectives

HAB

Professional negotiations are for the purpose of determining the terms and conditions of employment as defined by law.

Approved: August 1993

HAC Scope of Negotiations (See HAI)

HAC

Negotiations shall cover only topics that are mandatorily negotiable under current law. The board reserves the right to negotiate any topic the board deems in the best interest of the district.

Approved: November 2004

HAE Board Negotiation Representatives

HAE

The board shall select as its representative(s) those person(s) the board feels will best represent the interests of the district.

Each year the board shall designate its representative(s) for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board regarding who shall be the chief negotiator for the board and the other members of the negotiating team

Approved:

KASB Recommendation – 4/07; 6/20

HAF Superintendent's Role

HAF

The superintendent may be the chief negotiator for the board.

Approved: August 1993

HAHBA Use of School Facilities

HAHBA

School facilities for negotiating sessions shall be made available without cost to the teacher's organization. If the representatives of the teachers wish to negotiate in facilities not furnished by the board, none of the costs of any other facilities shall be paid for by the board.

Approved: August 1993

HAHBB Use of School Equipment

HAHBB

The board may make school equipment available for negotiating sessions.

Approved: August 1993

HAI Negotiations Procedures

HAI

Time and Place

The time and place of negotiating sessions shall be decided by the chief negotiators.

Time Limits

Time limits on negotiating sessions shall be as agreed to between the board's team and the teachers' team.

Notification

Notification of negotiating sessions shall be as agreed upon between the chief negotiators.

Agenda Determination

The agenda for negotiating sessions shall be as agreed upon between the chief negotiators.

Distribution of Information

Board distribution of information concerning negotiating sessions shall be discretionary with the board.

Research Assistance

The board shall furnish to the association such information as is a matter of public record in such form as the board determines.

Quorum

Quorum for negotiating sessions shall be as agreed upon by the board's team and the teachers' team.

Rules of Order

The rules of order or procedure to be followed during negotiating sessions shall be as agreed upon between the board's team and the teachers' team.

Minutes and Records

One member of the teacher's team shall be designated to keep reasonably detailed minutes and records of all negotiating sessions. Immediately following each such session, such person shall transcribe the minutes and notes and distribute the minutes.

Reporting to Staff and Board

The board shall, through the superintendent, be fully advised as to the status of the negotiating sessions. The board shall be furnished copies of the minutes and records of each session following each such session. The board shall, through the superintendent, report to the staff such information as the board deems advisable.

Reporting to Press and Public

Before any school board news release or statement on negotiations to the press and public is made, such release shall be prepared by the chief negotiator and the superintendent and approved by the president of the board. If the president of the board is unavailable, the vice-president of the board shall make such determination, and if he is also unavailable, the superintendent shall make such determination. No other person is authorized to release to the public or press, on behalf of the board, any information in regard to negotiations.

Research Assistance

If any additional expense is incurred by the board in making available information pursuant to this policy, such information shall not be supplied to the teachers' team unless the board is first reimbursed for any such expense. Matters not of public record shall not be made available to the teachers' team without the prior consent of the board.

Approved: August 1993

HAJ Preliminary Agreement Disposition

HAJ

All tentative agreements shall be reported to the board.

Approved: August 1993

HAK Ratification Procedures

HAK

The board will not engage in piecemeal ratification of agreements. The board will not take action on the total “package of agreements” until after the teachers’ association has acted upon the same package of agreements. If after the completion of impasse procedures, the board and teachers’ association have not reached agreement, the board shall take action to conclude the matter as provided by law.

All tentative or preliminary agreements shall be placed in one package and presented to the board for its consideration.

Approved: August 1993

HAL Announcement of Agreement

HAL

The board may announce its ratification of the agreement.

Approved: August 1993

HAN Slowdowns

HAN

The board opposes work slowdowns by its teachers.

If any district teachers engage in a practice commonly known as a “slowdown,” the board shall immediately direct the superintendent and other administrators to investigate the situation and report back to the board instances in which a teacher is not performing in accordance with the terms of the contract. The board shall take whatever action may be deemed appropriate, including termination of the teacher.

Approved: August 1993