

## **532.1 STAFF NEGOTIATIONS**

The Board, in its concern to provide the optimum educational climate for the students within the district, recognizes the importance of collective bargaining. It will, as defined and permitted by statute:

1. Deal with duly organized groups of employees.
2. Recognize duly elected or certified bargaining agents.
3. Identify its negotiators and identify the areas of authority for negotiators.
4. Establish guidelines for the exchange of matters to be negotiated.
5. Participate in the establishment of reasonable negotiation procedures.
6. Assure that a comprehensive agreement is reached on all matters under negotiation; it being understood that agreements on individual matters are conditional upon reaching general agreement.
7. Provide safeguards to assure the citizen's right to know what is being negotiated and related costs.
8. Provide assurance that the Board will bargain collectively on negotiable matters at all reasonable times.
9. Take all necessary and legal action to have schools reopened in the event of a strike or similar job action.
10. Decide upon the use of a third party, when deemed necessary, to the extent permitted by law.

Reviewed, revised, and approved by the Board of Education on January 15, 2007