

6000—NEGOTIATIONS

(This section on negotiations is confined to professional employees negotiating under the Public Employment Relations Act, MCL 423.201 *et seq.*)

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Section 6000 – Negotiations

6001 Goals and Objectives

6001

The Board recognizes its legal obligation to negotiate wages, hours, and terms and conditions of employment with duly and legally recognized employee groups. It is the intent of the Board and its authorized representatives to adhere to the confines of the law and to discharge its obligations in an orderly and positive manner within the restrictions of the Public Employment Relations Act.

It is the intent of the Board to participate in the negotiations process in order to maintain the primary function of the District, which is the education of students.

Approved: May 16, 2011
LEGAL REF: MCL 423.201

Section 6000 – Negotiations

6050 Recognition of Bargaining Units

6050

All bargaining units desiring recognition by the Board as provided for by Michigan law shall do so through an election conducted by the Michigan Employees Relations Commission as provided by statute.

Approved: May 16, 2011
LEGAL REF: MCL 423.212-214

Section 6000 – Negotiations

6100 Board Negotiating Agents

6100

The Board shall appoint the Superintendent to serve as chief negotiator.

The Executive Committee will serve on the negotiating team along with the Human Resources administrator to assist and counsel the chief negotiator.

The appointed team along with the chief negotiator shall be fully empowered to reach a tentative agreement on collective bargaining agreements on behalf of the Board within the parameters established by the Board.

Approved: May 16, 2011
LEGAL REF: MCL 423.211

Section 6000 – Negotiations

6150 Superintendent's Role in Negotiations

6150

The Superintendent shall serve as the chief negotiator for the Board at the discretion of the Board.

The Superintendent shall serve as the liaison between the Board and the bargaining team and shall be responsible to keep the Board informed on the progress of negotiations.

Approved: May 16, 2011

Section 6000 – Negotiations

6200 Confidentiality of Negotiations Information

6200

Board members and administrators are to keep information regarding the progress, status, or issues involved in negotiations confidential unless authorized by a majority vote of the full Board to serve as a spokesperson to release information to the staff, media representatives, or the public. Unless otherwise determined by the Board, only the Superintendent is authorized to release negotiations information.

Board members violating this policy are subject to discipline by the Board that may include removal from a Board officer role, removal from committee assignments, and/or public censure.

Administrative staff members violating this policy are subject to discipline as determined by the Superintendent.

Approved: May 16, 2011

Section 6000 – Negotiations

6400 Contract Ratification

6400

Before the ratification of any negotiated master contract, the Superintendent shall conduct or direct a thorough proofreading of all substantive changes to the master contract.

The Superintendent shall forward the final draft of any substantive changes to the negotiated master contract, along with a front “summary sheet” outlining those contract articles that have been substantively changed, to each Board member not less than 18 hours before the Board’s scheduled ratification meeting. Unless noted on the list of changes to the master agreement, or the summary sheet, the Board shall assume that other sections of the master contract remain unchanged, with the possible exception of non-substantive, minor spelling, grammatical, punctuation, or format corrections.

Approved: May 16, 2011

Section 6000 – Negotiations

6400-R Contract Ratification

6400-R

The proofreading of each negotiated master contract shall be under the supervision of the Superintendent. The draft copy of any negotiated master contract that is submitted to the Board prior to final ratification shall have the following conditions met:

1. The master contract draft shall contain all amendments, additions, and changes in wage rates indicated in “bold” lettering;
2. A letter shall accompany the draft document, which reflects a summary of any provisions deleted from the former negotiated master contract;
3. The master contract draft shall be accompanied by a letter from the recognized bargaining agent indicating the tentative negotiated master contract has been ratified, and that the master contract draft has been proofread by the agent and accurately reflects the terms of the tentative negotiated contract;
4. A copy of the recognized bargaining agent’s letter and the Superintendent’s letter to the Board, along with the final draft of the negotiated master contract shall be given to each Board member; and
5. The Superintendent shall prepare a written motion for the Board, which states as follows:

“It has been moved by _____ and supported by _____ that the Board of education moves to accept the amendments, additions, and deletions to the 20__ - 20__ master contract between the Board of education and _____ as presented in writing by the Superintendent.”