

6000—NEGOTIATIONS

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

6001	Goals and Objectives
6050	Recognition of Bargaining Units - MCL 423.212; 423.213; 423.214
6100	Board Negotiating Agents - MCL 423.211
6150	Superintendent's Role in Negotiations
6400	Contract Ratification Procedures

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.

LEGAL REF: MCL 423.201

Adopted April 15, 2002

The board shall not recognize by stipulation any bargaining unit within the district. All units desiring recognition by the board shall do so through an election conducted by the Michigan Employees Relations Commission as provided by statute.

LEGAL REF: MCL 423.212; 423.213; 423.214

Adopted April 15, 2002

The board shall appoint a member of the staff, or the **superintendent**, or an outside consultant, to serve as chief negotiator in its negotiations with each employee group recognized under the Public Employment Relations Act.

The board shall appoint other member(s) of the administrative staff to each negotiating team to assist and counsel the chief negotiator.

The appointed 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.

LEGAL REF: MCL 423.211

Adopted April 15, 2002

The **superintendent** may serve as the chief negotiator for the board at the discretion of the board. If the **superintendent** is not serving as the chief negotiator, he may serve as a negotiating team member or as a consultant to the negotiating team.

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.

The **superintendent** shall arrange for the chief negotiator to meet with the board to develop negotiation goals and objectives, establish parameters and provide periodic updates on the progress of negotiations.

The chief negotiator shall be expected to maintain close communication with the **superintendent** on the status of negotiations including proposals discussed or offered at the bargaining table.

Adopted April 15, 2002

Prior to the ratification of any negotiated master contract, the **superintendent** shall conduct or direct a thorough proofreading of the entire master contract.

The final draft of any negotiated master contract shall be forwarded to each board member, by the **superintendent**, not less than five calendar days prior to the board's scheduled ratification meeting.

Adopted April 15, 2002

The proofreading of each negotiated master contract shall be under the supervision of the **superintendent**. The draft copy of any negotiated master contract which 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 in the time frame as provided for in policy 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 moves to accept the amendments, additions, and deletions to the 2____ - 2____ master contract between the board and _____ as presented in writing by the **superintendent**.”

Adopted April 15, 2002