

Section 6000 - Negotiations

TC-6000-1

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
6100	Board Negotiating Agents
6150	Superintendent's Role in Negotiations
6400	Contract Ratification

Section 6000 - Negotiations

6001 Goals and Objectives

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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: June 9, 2003
LEGAL REF: MCL 423.201

Section 6000 - Negotiations

6050 Recognition of Bargaining Units

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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.

Approved: June 9, 2003

LEGAL REF: MCL 423.212-214

Section 6000 - Negotiations

6100 Board Negotiating Agents

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The Superintendent, or an outside consultant, shall serve as chief negotiator in Board negotiations with each employee group recognized under the Public Employment Relations Act.

The Superintendent shall appoint other member(s) of the administrative staff to each negotiating team.

The Superintendent or other 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.

Approved: June 9, 2003
LEGAL REF: MCL 423.211

Section 6000 - Negotiations

6150 Superintendent's Role in Negotiations

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In order to expedite negotiation procedures, the Superintendent is appointed the chief representative of the Board of Education for the purpose of determining negotiation strategies and members of negotiation teams for collective bargaining with recognized unions and employee units.

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, if other than himself/herself, 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.

Approved: June 9, 2003

Section 6000 - Negotiations

6400 Contract Ratification

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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 three (3) calendar days 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: June 9, 2003