

6005 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: December 16, 1991

Revised: October 16, 2000

LEGAL REF: MCL, 423.212; 423.213; 423.214

6010 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 children.

Approved: December 16, 1991

Revised: October 16, 2000

LEGAL REF: MCL, 423.201

6020 Scope of Negotiations

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The board shall bargain with recognized bargaining units on wages, hours, and terms and conditions of employment as prescribed by law. The board shall retain exclusively unto itself those rights and responsibilities granted to it by statute which rest outside of the mandatory subjects of bargaining prescribed by law.

The board recognizes that, though some issues are permissive topics for bargaining, collective negotiations is not the preferred process for making such determinations. The input of staff is desirable in the making of many decisions. The board, therefore, shall attempt to provide alternative avenues for input from staff in order to enhance the decision-making process for the benefit of students.

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Revised: October 16, 2000

LEGAL REF; MCL, 423.212; 423.213; 423.215

6030 Board Negotiating Agents

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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 Employee 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.

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LEGAL REF: MCL, 423.211

6040 Superintendent's Role in Negotiations

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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 negotiations goals and objectives, establish parameters and provide periodic updates on the progress on 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.

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6050 Privileges and Obligations of Staff Negotiating Organizations

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The board and/or its bargaining team shall strive to meet reasonable requests of the labor organizations as to time and place of bargaining.

The employee organizations and their members shall abide by and be subject to all board policies which are not in conflict with the terms of the negotiated agreement, including but not limited to the use of school facilities, distribution of information and materials, visitors to schools, and use of bulletin boards.

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Revised: October 16, 2000

LEGAL REF: MCL, 423.211; 423.215; 423.216

Reproduction of Negotiated Agreements

The cost of reproducing the final agreement for distribution shall be according to the provisions contained in each bargained contract or as agreed to between the administration and the organization.

Negotiation Meeting Procedures

Meetings between the board's representative and employee organizations shall be conducted in a manner and accordance with the rules and regulations mutually agreed upon by the board's representative and each organization's representative or as prescribed by law.

Released time for bargaining shall be limited to that provided in the current contracts, ground rules agreed to by the parties, or as approved by the board's chief negotiator.

Release of Negotiations Information

The board desires to keep the avenues of communication to the public open during the negotiations process. To that end, no restrictions on the issuance of press releases shall be agreed to in the negotiations ground rules by the board's negotiating agent. Such releases may be authorized by the board at the discretion of the board appointed chief negotiator and/or superintendent.

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Revised: October 16, 2000

LEGAL REF: MCL, 423.215

6070 Contract Ratification

6070

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, prior to the board's scheduled ratification meeting.

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6080 Impasse Procedures

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The board shall use, as necessary, the labor dispute resolution procedures of mediation and advice service available through the Michigan Employment Relations Commission.

The board shall negotiate in good faith and make every effort to reach negotiated agreements. The implementation of unilateral changes in mandatory subjects of bargaining shall be dictated by the existence of a legal impasse or bona fide business necessity with the determination of the Michigan Employment Relations Commission.

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LEGAL REF: MCL, 423.10; 423.11; 423.207

6090 Staff Job Action

6090

The board acknowledges that, according to law, it is illegal for any employee group to engage in a strike, walk-out, slow-down or other concerted action.

The board shall explore all legal avenues available and implement a course of action which it deems advisable in order that the schools may be kept open for the benefit of the students.

Approved: December 16, 1991

Revised: October 16, 2000