

CONDUCTING COLLECTIVE BARGAINING

1. The board shall direct the administration to review the current Master Agreement and make recommendations to the board prior to ~~June 1st preceding the expiration date of the current contract~~ *February 1st of the year preceding the final year of the current Master Agreement.*
2. The board shall meet and confer with the administration for the purpose of drafting proposed changes and to list items to be negotiated in the Master Agreement for submission to the G.E.A. as part of the collective bargaining process prior to the expiration date of the current contract.
3. The district's attorney shall review the proposed Master Agreement developed during steps one and two above. The board, administration, and attorney shall meet prior to the subsequent August 1 to review and prepare a final draft of the board's proposal.
4. The board shall appoint two members of the board as the negotiating team. One person shall be designated chairperson of the team and shall act as spokesperson for the board in all matters relating to collective bargaining. The second member of the team shall be responsible for minutes of all collective bargaining activities. ~~That~~ *At least one member of the negotiating team from the board shall be a senior member of that board.*
5. The board shall consider the following ground rules and give direction to its team:
 - a. Who may speak.
 - b. Public vs. private negotiations.
 - c. Date of exchange proposals.
 - d. Deadline for submitting proposals
 - e. Tentative agreement procedures
 - f. Caucusing procedures.
 - g. Negotiation dates and time limits.
 - h. Suspension of discussion procedures.
 - i. Procedures for putting an item in abeyance for further direction.
 - j. Both parties shall understand their position and charge of responsibility.
 - k. Others as needed.
6. The negotiating team shall not exceed the authority granted by the board when new authority or direction is warranted. The board shall receive minutes of all sessions.
7. Negotiations should begin during the spring of the year previous to the expiration of the contract.
8. At the conclusion of the bargaining the negotiated master Agreement shall be reviewed by the board's attorney, the administration, and the board prior to ratification by the board.

Adopted: June 3, 1985

Revised:

SCHOOL ADMINISTRATIVE UNIT 79

HP

EMPLOYEE JOB ACTIONS

Strikes and other forms of job action, which render the public employer unable to perform its essential governmental functions are unlawful, and a violation of board policy. However, if a work stoppage occurs, the board will keep schools open so long as the health and safety of the students and employees can be assured.

Action Regarding Work Stoppage

The initial decision as to whether or not schools will remain open will be made by the superintendent of his/her designee in consultation with the chairperson of the board. If this consultation is not possible, the superintendent or his/her designee is authorized to make the decision.

There will be an emergency meeting of the board during the evening the work stoppage has occurred. If prior warning of a possible stoppage is forthcoming, the superintendent is authorized to call an emergency school board meeting to be held in the usual meeting place at 6:00 p.m. on the designated date.

It is expressly understood that no board member other than the chairperson (or designee) will issue any press release or statements in regard to the work stoppage.

Statutory Reference:
RSA 273-A:13

1st Reading: January 12, 2004
2nd Reading: January 26, 2004
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