

H—NEGOTIATIONS

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HAA Legal Status

The board shall negotiate with its employees as provided by board rules and regulations, except where applicable law covers such negotiation.

Approved: 03/05/2012

HAB Goals and Objectives

Negotiating with employees and employee organizations is for the purpose of improving the efficient operation of the school district and increasing the educational opportunities of the students.

Approved: 03/05/2012

HAC Scope of Professional Negotiations

Negotiations shall not exceed in scope the matters set forth under Kansas' professional negotiations law.

Approved: 03/05/2012

HAE Board Negotiating Representatives

HAE

The board shall select as its representative(s) those person(s) the board feels will best represent the interests of the district.

Each year the board shall designate its representative(s) for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board regarding who shall be the chief negotiator for the board and other members of the negotiating team.

Approved: 07/13/2020

HAF Superintendent's Role

The superintendent shall not be the chief negotiator for the board. The superintendent shall act in an advisory capacity to the board's chief negotiator and to the board's negotiating team.

Approved: 03/05/2012

HAHBA Use of School Facilities

The board will make school facilities available for negotiating sessions.

Approved: 03/05/2012

HAHBB Use of School Equipment

The board shall make school equipment available for negotiating sessions.

Approved: 03/05/2012

HAI Bargaining Meeting Procedures

Time and Place

The time and place of negotiating sessions shall be decided by the board's team and the employees' teams.

Time Limits

Time limits on negotiating sessions shall be as agreed to between the board's team and the employees' team.

Notification

Notification of negotiating sessions shall be as agreed upon between the board's team and the employee's team.

Agenda Determination

The agenda for negotiating session shall be as agreed upon between the board's team and the employees' team.

Distribution of Information

The distribution of information concerning negotiating sessions shall be discretionary with the board.

Research Assistance

The board shall furnish to the association such information, as is a matter of public record in such form as the board determines. (Cf. EFDB)

Quorum

Quorum for negotiating sessions shall be as agreed upon by the board's team and the employees' team.

HAI Bargaining Meeting Procedures (continued)

Rules of Order

The rules of order or procedure to be followed during negotiating sessions shall be as agreed upon between the board's team and the employee's team.

Minutes and Records

The board's team shall keep reasonably detailed minutes and records of all negotiating sessions.

Reporting to Staff and Board

The board's team shall keep the board fully advised at all times as to the status of negotiations. The board shall, from time to time, report to the staff such information as the board deems advisable.

Reporting to Press and Public

The board reserves the right to report to the press and to the public, at any time, any fact regarding negotiations.

Approved: 03/05/2012

HAJ Preliminary Agreement Disposition

All preliminary agreements shall be immediately reported to the board at either a special or regular board meeting, or prior to such meeting at the discretion of the board's chief negotiator.

Approved: 03/05/2012

HAK Ratification Procedures

The board will not engage in piece-meal ratification of agreements. The board will not take action on the total “package of agreements” until after the employees’ association has acted upon the same package of agreements unless impasse has been declared; however, if impasse has been declared, the board may take action after the completion of impasse procedures as provided in law.

Approved: 03/05/2012

HAL Announcement of Agreement

The board may announce its ratification of agreement by whatever means the board deems advisable.

Approved: 03/05/2012

HAN Sanctions and Slow Downs

The board opposes sanctions and slow downs by its employees.

Approved: 03/05/2012