

Policy Section H

Created at: Thu Apr 7 11:32:49 2022

- [HA - Negotiations Goals](#)
- [HB - Negotiations Legal Status](#)
- [HF - Board Negotiating Agents](#)

HA - Negotiations Goals

File: HA

NEGOTIATIONS GOALS

The Board believes that the best interests of public education will be served by establishing procedures to provide an orderly method for the board and representatives of the staff to discuss matters of common concern. It is further recognized that nothing in negotiations shall compromise the Board's legal responsibilities nor will any employee's rights and privileges under state statutes be impaired.

Adopted: December 15, 2008

HB - Negotiations Legal Status

File: HB

NEGOTIATIONS LEGAL STATUS

The board negotiates salary and other conditions of employment with its employees under requirements and subject to limitations set forth in the Municipal Public Employees Labor Relations Law (Title 26). This legislation requires school boards to:

- A. Recognize and meet with duly chosen labor organizations;
- B. Confer and negotiate in good faith with respect to wages, hours, working conditions, and contract grievance arbitration. However, the board shall meet and consult with teachers, but shall not negotiate, with respect to educational policies; and educational policies shall not include wages, working conditions, or contract grievance arbitration;
- C. Enter into written agreements with employee organizations, the terms of which shall not exceed three years; and
- D. Participate in good faith in fact-finding and arbitration procedures as prescribed by law.

Basic to all employer-employee negotiations is the concept of "bargaining in good faith." Both the board and the employee organizations have the legal responsibility to adhere to this concept as they conduct negotiations. The board has the legal rights to have professional assistance to assist in the negotiations.

Legal Reference: Title 26, MRSA, Sec. 965

Adopted: December 15, 2008

HF - Board Negotiating Agents

File: HF

BOARD NEGOTIATING AGENTS

The RSU 1 Board of Directors shall appoint a committee composed of less than a majority of the members of the board to carry out negotiations with employee units. The Superintendent or his/her designee shall advise the committee in all matters relating to collective bargaining. The Board may wish to use outside professional services for the negotiations.

Negotiations shall be conducted only as directed by the Board, and no contract shall be signed until the Board has accepted it and officially designated its representatives to sign it. The full Board shall establish the financial limits under which the agents shall negotiate.

Legal Reference: Title 26 MRSA Sec. 967

Adopted: December 15, 2008