

6000 - NEGOTIATIONS

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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.

The following bargaining units have been recognized by the board:

- L'Anse Creuse Administrator's Association
- MEA-NEA Local 1
- L'Anse Creuse Educational Support Personnel Association (MEA-NEA Local I-6E)
- Support Services Employees (International Unit of the American Federation of State, County and Municipal Employees Council #25, AFL-CIO Local #1594)
- Paraprofessional Employees (AFSCME Council #25, AFL-CIO Local #1993)

Approved: July 17, 2006

LEGAL REF: MCL 423.212; 423.213; 423.214

The board recognizes its obligation to negotiate wages, hours, terms, and conditions of employment with legally recognized employee groups. It is the intent of the board to adhere to the confines of the law and to discharge its obligation in an orderly, positive, and sincere manner.

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. Further, it is the intent of the board to maintain a harmonious and fair working relationship with the entire district staff.

It is the intent of the board to appoint to the various negotiating teams those individuals who are representative of the entire management staff and most closely related to the negotiations scheduled. The negotiating team will be composed of a chief spokesman and support members as required who will report to the Superintendent.

The board will review each newly negotiated agreement. Upon ratification by the appropriate employee group as verified in writing from the highest officer of the group, the newly negotiated master agreement will be placed on the agenda of the next board meeting. The agreement will be implemented upon formal ratification by both the employee group and the employer.

Approved: July 17, 2006

LEGAL REF: Public Acts of 1965, #379, Art. II, at MCL 423.201 *et seq.*

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 Employment Relations Act.

The Superintendent 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

Section 6000 - Negotiations

6030 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 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.

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