

Policy Title:

Collective Bargaining

Code No. **402.19**

The Board of Education recognizes its obligation to bargain in good faith on mandatory subjects of bargaining with employee organizations certified by the Iowa Public Employment Relations Board as the exclusive bargaining representatives of District bargaining units. The Board of Education shall be responsible for determining the composition of the Board of Education's negotiating team. The Board of Education shall select a chief spokesperson who shall have the authority to represent the Board of Education in collective bargaining. The Board of Education retains its authority to approve and ratify the collective bargaining agreement.

The Board of Education shall set the parameters and goals for the negotiating team. Periodic strategy sessions shall be conducted with the entire Board of Education to maintain open communications with the team.

A public employee or any employee organization shall not negotiate or attempt to negotiate directly with a member of the Board of Education if the Board of Education has appointed or authorized a bargaining representative for the purpose of bargaining with the employees or their representative, unless the Board of Education member is the designated bargaining representative.

Board of Education meetings held to discuss strategy in matters relating to employment conditions of employees, whether covered by collective bargaining agreements or not, are exempt from the Open Meetings Law and may be held without advance notice and without the right of the public to be present. Negotiating sessions with certified employee organizations after the exchange of proposals shall be closed to the public, unless both the Board of Education and the employee organization agree to hold open sessions. However, the session in which the employee organization presents its initial bargaining position and the session in which the Board of Education presents its initial bargaining position shall be open to the public and subject to the Open Meetings Law.

Date of Adoption: September 22, 2008

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August 8, 2016