

Policy

BARGAINING UNIT

The Board of Education recognizes its duty to negotiate in good faith regarding terms and conditions of employment with the majority representative(s) of its unionized employees. To effectuate this responsibility, only Board Members who do not have a conflict of interest pursuant to opinions and/or decisions of the School Ethics Commission, district Nepotism Policy File Code 4112.8/4212.8 and/or Board bylaws shall participate in negotiations and vote on the ratification of any tentative agreements reached by the Board's bargaining team. For purposes of this policy, any references to the Board shall mean only those Members of the Board who can participate in negotiations.

Nothing in this policy shall be construed as a limitation or prohibition on the legal authority of the Board or its designated representatives to conduct negotiations in a manner prescribed by State statutes, administrative code or other such regulation as prescribed by the State of New Jersey.

Negotiations Consultant

The Board of Education may select an agent and/or team of agents to act on their behalf under their direction during negotiations.

Agreements

State law sets up as negotiable salary and other terms and conditions of employment. No provisions of any negotiated agreement may be contrary to law or to regulation of the State Board of Education.

All agreements negotiated with an employee organization shall be acted upon at a public meeting of the Board of Education.

First Reading: November 3, 2016
Second Reading: November 21, 2016
Adopted: November 21, 2016

Legal References: N.J.S.A. 34:13A-3 Definitions
N.J.S.A. 34:13A-5.3 Employee organizations; right to form or join; collective negotiations; grievance procedures

Possible

Cross References: 1140 Distribution of materials by students and staff
6144 Controversial issues