

<b>Timberlane Regional School District</b>	<b>Policy Code: HF</b>
<b>Adopted: 02-25-99</b> <b>Revised: 05-17-12</b>	<b>Page 1 of 1</b>

## **BOARD NEGOTIATING AGENTS**

The Board is ultimately responsible for negotiations with employee units. A professional negotiator or a member of the Board's Personnel Committee will be the chief negotiator for the Board.

If a professional negotiator is appointed, fees or salary will be as determined by the Board.

Whether a professional negotiator or a member of the Board's Personnel and Negotiations Committee, the duties of the chief negotiator will be as follows:

1. To negotiate in good faith with certified bargaining units to arrive at a mutually satisfactory agreement on wages, hours, and working conditions of employees represented by the units.
  - a. The chief negotiator may select appropriate members of management to serve on the negotiation team. These will not be members of any unit which negotiates with the Board.
  - b. S/he will direct collection of necessary data needed for negotiations.
  - c. S/he will make recommendations to the Superintendent and the Board as to acceptable agreements.
2. The chief negotiator will interpret the signed negotiated contracts to the Board and Superintendent.
3. The chief negotiator may serve as the official designate of the Superintendent when the grievance procedure reaches the level of the Superintendent
4. The chief negotiator will plan, organize, direct, and represent the district in fact finding, arbitration, and any hearing involving negotiated contracts or grievances brought under them.
5. The chief negotiator may, at Board request, also offer suggestions on wages, hours, and working conditions of employees or employee groups not covered by negotiated contracts.