

Last updated: 06/02/10

Policy #	Policy Name	Date Adopted	Date Revised	Regulation
SECTION 6000 - NEGOTIATIONS				
<i>SN: This section is confined to professional employees negotiating under the Public Employment Relations Act, MCL 423.201 et seq.</i>				
6001	Goals and Objectives	07/11/01		
6050	Recognition of Bargaining Units Administrators Classroom Teachers Non-Certified Employees	07/11/01		
6100	Board Negotiating Agents	07/11/01	06/02/10	
6400	Contract Ratification	07/11/01		X

The District recognizes its legal obligation to negotiate wages, hours, and terms and conditions of employment with duly and legally recognized employee groups. It is the intent of the District and its authorized representatives to adhere to the confines of the law and to discharge its obligations in an orderly and positive manner within the restrictions of the Public Employment Relations Act.

Additionally, 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 students.

The provisions of any current master agreements shall not be incorporated into and/or considered a part of the established policies of the District. However, all agreements shall supersede any rules, regulations, or policies of the District that shall be contrary or inconsistent with its terms.

Approved: July 11, 2001

Reviewed:

LEGAL REF: MCL 423.201

The District shall not recognize by stipulation any bargaining unit within the District. All units desiring recognition by the District shall do so through an election conducted by the Michigan Employees Relations Commission as provided by statute.

Administrators

The District recognizes the Congress of Flint School Administrators as the sole and exclusive bargaining unit for all administrative and/or supervisory employees that recommend to hire, and/or evaluate, and/or dismiss, but excluding all exempt personnel.

Classroom Teachers

The District recognizes the United Teachers of Flint, Inc., as the sole and exclusive bargaining agent for those employees of the Board described as full-time and contracted part-time classroom teachers with regard to wages, hours, and other terms and conditions of employment.

Non-Certified Employees

The District recognizes the following associations as the exclusive bargaining agents for all non-certified employees:

- Service Employees International Union, AFL-CIO, Local 591, Units 100, 140, 150, 180, 200, 210 and 220
- Flint Security Association, Michigan Education Association / National Education Association.

Approved: July 11, 2001

Reviewed:

The District is committed to a policy of keeping thoroughly informed on matters of negotiations and of bargaining in good faith with employee bargaining units

As a rule, the Human Resources for Learning Committee (1) consults with and gives direction to the District's negotiating team; (2) acts, through its chairperson, as the official communicator for the District in any community forums, with special direction to strive towards candid and open dialogue in all such matters; and (3) keeps the Board fully apprised of all developments relating to negotiations.

The Superintendent, with the prior approval of the Board, will designate the representatives of the District for all labor contract negotiations. Prior to and during the negotiation of labor contracts with any bargaining unit, the District's designated negotiating team shall meet with the Human Resources for Learning Committee, or subcommittee, to review negotiating strategies, goals, objectives, proposals, and financial information related to such negotiations.

Negotiations shall be conducted only as directed by the Board. All labor contracts shall be subject to ratification by the Board pursuant to Policy No. 6400, and may be signed on behalf of the District only after the Board's authorization by resolution.

Approved: July 11, 2001

Revised: June 2, 2010

LEGAL REF: MCL 423.211

Prior to the ratification of any negotiated master contract, the Executive Director of Labor Relations/Human Resources shall conduct or direct a thorough proofreading of the entire master contract.

The Executive Director of Labor Relations/Human Resources shall forward the final draft of any negotiated master contract to each Board member, not less than five calendar days prior to the Board's scheduled ratification meeting.

Approved: July 11, 2001
Reviewed: