

SECTION H: NEGOTIATIONS

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NEGOTIATIONS, LEGAL STATUS

The Board of Trustees retains the sole and exclusive right to make all determinations regarding salary and other terms and conditions of employment for all employees employed by the school district. The Board will provide information to groups interested in receiving budgetary information and will listen to and consider information and requests presented by employees and/or their designated representatives.

The Board may, if it so chooses, agree to a specific procedure to provide information and consider information and requests from employees regarding terms and conditions of employment.

To the extent the Board agrees as to a specific procedure, it shall be set forth in a separate written procedure and reviewed annually by the Board of Trustees.

Adopted: 10/9/12

SCHOOL BOARD NEGOTIATING RIGHTS AND RESPONSIBILITIES

In accordance with state statutes, the Board will negotiate with a representative of the certified staff in areas concerning salaries and other conditions of employment and with noncertified staff in areas concerning wages, hours, and other conditions of employment.

The Board will meet, through its designated representatives, with representatives of those employee organizations that the Board has determined are representing the majority of employees in certain groups or units of employees of this District. The Board will negotiate for the purpose of reaching agreements that are consistent with the U.S. Constitution and laws of the State of Wyoming. The Board shall retain its authority to determine policy and set the terms and conditions of employment.

Any agreements reached through the negotiations process will not impair any legal responsibilities of the Board, which may be constitutional, common-law, statutory, or traditional duties or responsibilities of the Board to organize or manage its structure, perform its functions or operations, or determine its policy. These sole and exclusive duties will not be abridged. Accordingly, if any provision of an agreement reached through the negotiations process or any application of such an agreement will be found contrary to law, such provision or application will have effect only to the extent permitted by law.

No agreement or provision contained in any agreement shall bind any future Board of Trustees beyond the contract year.

Adopted: 10/9/12