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(This section on negotiations is confined to professional employees negotiating under the professional employees negotiations law, KSA 72-5413 et seq.)

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**HAA      Legal Status      HAA**

The board shall negotiate with its professional employees as provided by law.

Approved:

**HAB      Goals and Objectives      HAB**

Professional negotiations are for the purpose of determining the terms and conditions of employment as defined by law.

Approved:

**HAC      Scope of Negotiations (See HAI)      HAC**

Negotiations shall cover only topics that are mandatorily negotiable under current law.

Approved:

**HAE      Board Negotiating Agents      HAE**

The board shall select as its agents those persons the board feels will best represent the interests of the district.

Approved:

**HAE-R      Board Negotiating Agents      HAE-R**

Each year the board shall designate its agents for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board in regard to who shall be the chief negotiator for the board and other members of the negotiation team.

Approved:

**HAF      Superintendent's Role**

**HAF**

The superintendent shall not be the chief negotiator for the board. The superintendent shall only act in an advisory capacity.

Approved:

**HAHBA   Use of School Facilities**

**HAHBA**

School facilities shall be made available for negotiating sessions.

Approved:

**HAHBA-R   Use of School Facilities**

**HAHBA-R**

School facilities for negotiating sessions shall be made available without cost to the teachers' organization. If the representatives of the teachers wish to negotiate in facilities not furnished by the board, none of the costs of any other facilities shall be paid for by the board.

Approved:

**HAHBB   Use of School Equipment**

**HAHBB**

The board may make school equipment available for negotiating sessions.

Approved:

**HAI      Negotiations Procedures**

**HAI**

The time, place, duration, notification, agenda and rules of order shall be as agreed by the board team and teachers' team.

**Distribution of Information**

Board distribution of information concerning negotiating sessions shall be discretionary with the board.

**HAI      Negotiations Procedures**

**HAI-2**

**Research Assistance**

Upon request, the board shall furnish to the association any information which is public record. The board may agree to furnish other information in a form determined by the board.

**Minutes and Records**

The board's team shall keep reasonably detailed minutes and records of all negotiating sessions.

**Reporting to Staff and Board**

The board's team shall keep the board fully advised at all times as to the status of negotiations. The board shall report to the staff such information as the board deems advisable.

**Reporting to the Media and Public**

The board reserves the right to release to the media and public information regarding negotiations.

Approved:

**HAI-R      Negotiations Procedures**

**HAI-R**

**Minutes and Records**

One member of the board's team shall be designated to keep reasonably detailed minutes and records of all negotiating sessions. Following each session, a person shall transcribe the minutes and notes and distribute the minutes to the board.

**Reporting to the Staff and Board**

The board shall, through the superintendent, be fully advised as to the status of the negotiating sessions. The board shall be furnished copies of the minutes and records of each session. The board shall, through the superintendent, report to the staff information as the board deems advisable.

**HAI-R     Negotiations Procedures**

**HAI-R-2**

**Reporting to the Media and Public**

Before any school board news release or statement on negotiations to the press and public is made, the release shall be prepared by the chief negotiator and the superintendent and approved by the president of the board. If the president of the board is unavailable, the vice-president of the board shall make the determination, and if he is also unavailable, the superintendent shall make the determination. No other person is authorized to release to the public or press, on behalf of the board, any information in regard to negotiations.

**Research Assistance**

Information not currently available in the form requested by the association, at the discretion of the board, may be supplied if the association reimburses the board for any additional expenses. (See CN)

Approved:

**HAJ     Preliminary Agreement Disposition**

**HAJ**

All tentative agreements shall be reported to the board.

Approved:

**HAK     Ratification Procedures**

**HAK**

The board will not engage in piecemeal ratification of agreements. The board will not take action on the total "package of agreements" until after the teachers' association has acted upon the same package of agreements. If after the completion of impasse procedures, the board and teachers' association have not reached agreement, the board shall take action to conclude the matter as provided by law.

Approved:

**HAK-R Ratification Procedures**

**HAK-R**

All tentative or preliminary agreements shall be placed in one package and presented to the board for its consideration.

Approved:

**HAL Announcement of Agreement**

**HAL**

The board may announce its ratification of the agreement.

Approved:

**HAN Slowdowns**

**HAN**

The board opposes work slowdowns by its teachers.

Approved:

**HAN-R Slowdowns**

**HAN-R**

If any district teachers engage in a practice commonly known as a "slowdown," the board shall immediately direct the superintendent and other administrators to investigate the situation and report back to the board instances in which a teacher is not performing in accordance with the terms of the contract. The board shall take whatever action may be deemed appropriate, including termination of the teacher.

Approved:

**HAO Boycotts and Strikes**

**HAO**

The board opposes boycotts and strikes by its teachers.

Approved:

**HAO-R Boycotts and Strikes**

**HAO-R**

The superintendent may prepare a comprehensive plan to follow if district teachers strike. This plan shall be kept confidential, with only key personnel having knowledge of its contents.

Approved: