The Board’s Role in Negotiations

Hot Topic
OSBA Summer Board Conference
July 16, 2016

• Board review of collective bargaining agreement:
  o Identify contract language that is vague, ambiguous, restrictive, or permissive.
  o Check new or revised District policies for any conflicting language with the Agreement.
  o Review language for conflicts with new state and federal laws.
  o Review grievances and practices to identify any language that has been problematic.

• Review of comparable data:
  o Compare compensation data with surrounding Districts and/or Districts of similar size.
  o Note amounts of increase being given in nearby Districts or same size Districts.
  o Review rate of inflation (CPI) data.
  o Gather Agreements from Districts the Association will compare their own against to have readily available.

• Determining the District’s negotiating team:
  o The pros and cons of the full Board or having a few Board members on the team.
  o What Board Members can make the time commitment?
  o How do relationships with the members matter in determining the team?
  o Consider how Board elections during the negotiation cycle may impact bargaining.
  o Clearly define the role of the individual Board members on the team.
  o Select a chief spokesperson for negotiations and designate a media spokesperson.

• District bargaining goals:
  o Establish goals consistent with the District’s interests that are related to school improvement goals.
  o Define parameters for negotiations that will reach the bargaining goals.

• Once negotiations begin:
  o Proper use of Executive Session.
  o Responding to staff, parents, and community members input and inquires.
  o Speaking with one voice.

• Reaching an Agreement:
  o How to communicate bargaining outcomes.
  o Supporting tentative agreement.
  o Ratification of the agreement.