

SCHOOL BOARD NEGOTIATING AGENTS

The Board of Trustees is ultimately responsible for negotiations with employee units. The Superintendent/**Designee** will appoint the Human Resources Director and a team of other administrators to conduct direct negotiations or the Superintendent/**Designee** may recommend that a professional negotiator be appointed. Members of Nye County Association of School Administrators (NCASA) may not be members of the District team negotiating with NCASA.

If a professional negotiator is appointed, the negotiator's fees or salary will be determined by the Board of Trustees. The chief negotiator will 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.

The chief negotiator will:

- assemble the negotiating team designated by the Superintendent/**Designee**;
- direct accumulation of data needed for negotiations;
- follow guidelines set forth by the Superintendent/**Designee** and/or Board of Trustees as to acceptable agreements and report on a regular basis as to progress being made;
- present projected issues for negotiation to the Board prior to the first meeting with the union's negotiating team and at subsequent Board meetings during the process, and follow the directions of the Board of Trustees in presenting the District's positions; and
- make recommendations to the Superintendent/**Designee**, the Leadership Team and/or the Board of Trustees as to acceptable agreements.

The Superintendent/**Designee** will assign a staff member to:

1. Interpret the signed negotiated contracts to administrators and coordinate all aspects of contract administration during the term of various contracts with employee organizations; and
2. Plan, organize, direct and represent the District in all aspects of contract negotiations, including fact finding and arbitration insofar as these activities directly relate to pursuance of negotiated agreements.

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