

# POLICY

## Queen Anne's County Public Schools

POLICY TITLE: <b>Negotiations</b>	
ADOPTION/EFFECTIVE DATE: <b>8/2016</b>	
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: <b>Employees</b>  Amendment:	

### **Employees' Association**

A. The representation of public school employees by an employees' organization is determined by law. The board recognizes the Queen Anne's County Education Association (Certificated Unit 1), the Queen Anne's County Administrators and Supervisors Association (Certificated Unit 2), the Queen Anne's County Education Association (Support Unit 1, Nurses, Secretaries, School Assistants, Etc.; Support Unit 2, Custodians, Maintenance, Bus Drivers, Etc.; and Support Unit 3, Coordinators, Foreman, Specialists, Etc.)

B. The rights and privileges of the employees' associations shall be defined in the respective ratified negotiated agreements.

### **Dates for Negotiations**

A. The date for beginning negotiations shall be stated in the ratified negotiated agreement.

B. The date for concluding negotiations shall be determined by the negotiating teams representing the employees' association and the board.

### **Negotiating Team for Board**

A. The board shall select a chief negotiator and members of a negotiating team as its representatives in collective bargaining.

B. The board shall select its negotiating team prior to the date negotiations begin for the next school year.

C. The board's negotiating team shall keep the board informed of the progress of negotiations and shall receive guidance from the board before making commitments on its behalf.

## **Renegotiations**

If the fiscal authorities do not approve enough funds to implement a ratified negotiated agreement or if the board's budget is reduced during the term of a ratified agreement, the board shall renegotiate the agreement with the employees' association before making final budget decisions.

## **Board Approval Acknowledged By:**

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Gregory J. Pilewski, Interim Superintendent, Secretary and Treasurer  
Board of Education of Queen Anne's County