

Policy HB - Negotiations Legal Status

The board negotiates salary and other conditions of employment with its employees under requirements and subject to limitations set forth in the Municipal Public Employees Labor Relations Law (Title 26). This legislation requires school boards to:

- Recognize and meet with duly chosen labor organizations;
- Confer and negotiate in good faith with respect to wages, hours, working conditions, and contract grievance arbitration. However, the board shall meet and consult with teachers, but shall not negotiate, with respect to educational policies; and educational policies shall not include wages, working conditions, or contract grievance arbitration;
- Enter into written agreements with employee organizations, the terms of which shall not exceed three years; and
- Participate in good faith in fact-finding and arbitration procedures as prescribed by law.

Basic to all employer-employee negotiations is the concept of “bargaining in good faith.” Both the board and the employee organizations have the legal responsibility to adhere to this concept as they conduct negotiations. The board has the legal right to have professional assistance to assist in the negotiations.

Legal Reference:

Title 26, MRSA, Sec. 965

First Reading: 09/02/15

Second Reading: 10/07/15

Adopted: 10/07/15