

Condon School District 25J

Code: **HJ**
Adopted: 7/1/85, 4/12/94
Revised/Readopted: 11/9/05; 11/12/08
Orig. Code(s): HJ

Negotiations Procedures

The Condon Education Association is the official bargaining agent for all district teachers.

Procedure

These rules of procedure are to be agreed upon by the Board and the Condon Education Association to provide an orderly, fair and expedient agreement on matters of salary and related economic policies affecting professional services.

Membership

1. Membership at joint meetings may consist of three representatives appointed by the Board, the superintendent and three members of the Professional Economics Committee of the CEA. Advisors, consultants and/or other personnel (e.g. recorder) may attend and participate in the
2. sessions upon prior approval of the chair of both committees.
3. Other members of the Board, appointed budget committee members and members of the Professional Economic Committee of the CEA may attend but not participate.

Role of the Superintendent

The superintendent fulfills the role of executive officer of the Board and an educational leader of the professional staff. This unique position necessitates that he/she be informed on all matters concerning joint consultations and that he/she act as advisor to both committees.

Meetings

1. Meetings shall be held at a time agreed upon by both committees.
2. Chair(s) of the meetings shall alternate between a member of the Teacher's Consultation Committee and a representative of the Board unless a proposal is being made. The position of chair shall then be held by the committee making the proposal.
3. Meetings shall be of no more than two hours duration unless an extension is agreed upon by the chairs of the two committees.
4. A recess may be requested by the chair of either group. The length of any recess may not exceed a total of 15 minutes.

Minutes

Minutes of the joint meetings shall be taken in a manner approved by the chair of both groups. The recorder shall be selected by the two committees.

Summary of Agreement

The last item of each agenda shall be a summarization by the recorder of the agreements reached in consultation at the meeting. The summarization shall be made in duplicate and signed by the chair of the Board committee and the chair of the Teacher's Consultation Committee. A copy of the minutes and summarization shall be placed on file with the clerk of the Board and the secretary of the Education Association.

General Procedure

It is recognized that both committees may report back to the group they represent before accepting or rejecting proposals.

Persistent Disagreement Procedure

Should either group decide a persistent disagreement exists the procedure for mediation and fact-finding will be followed in accordance with Oregon law.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)