

Multnomah Education Service District

Code: **HJ-AR**
Adopted: 12/17/91
Amended: 11/12/10
Reviewed:

Confer and Consult Procedure

1. By October 31 of the year prior to expiration of the Confer/Consult agreement, the Confer/Consult employee representatives will provide a letter to the Superintendent, requesting a meeting date. The Superintendent shall respond within 30 days with a meeting date.
2. The Superintendent or designee shall convene the Confer/Consult Committee, including one or two Board members and one or two representatives for the Confer/Consult employees to:
 - a. Discuss the following issues:
 - (1) General overview of the local economy and its impact on education;
 - (2) MESD resources and requirements for the subsequent year;
 - (3) Specific concerns regarding compensation including:
 - (a) Salary;
 - (b) Fringe benefits;
 - (c) Other factors pertaining to compensation.
 - (4) Initial reactions.
 - b. Establish a calendar for the confer/consult process for the year.
3. The Confer/Consult Committee will meet to discuss a complete cost analysis for any proposals which will result in an increase in cost. At this meeting, alternatives, if any, to the original proposal will be discussed.
4. A signed agreement from the Confer/Consult Committee is presented to the Board.
5. The Board acts on the Confer/Consult Committee recommendation.