

Milton-Freewater School District 7

Code: **HA**
Adopted: 11/23/93

Negotiations Authorization

The Board will negotiate terms and conditions of employment with all officially recognized employee bargaining groups.

Upon approval of the majority members of the whole Board, the Board may delegate the superintendent or a Board-approved professional negotiator as its principal negotiator for issues that the Board considers negotiable.

The principal negotiator is authorized to sign tentative agreements with the bargaining units provided these agreements do not alter or conflict with official board policies or rules and regulations. The principal negotiator will discuss negotiation strategy and status with the Board on a continuing basis. Any deviations from the Board-approved negotiation plan will be discussed with the Board before such deviation is negotiated.

The scope of negotiations applies to all district personnel, except:

1. Supervisory and administrative personnel who have the authority to hire, transfer, suspend, promote, dismiss, assign, reward or discipline other employees, or to direct them, adjust grievances or recommend judgment in the conduct of the work of employees as identified by action of the Board, subject to appeal to the Public Employee Relations Board.
2. Confidential employees: Confidential employees are, by Oregon Revised Statute, excluded from collective bargaining for purposes of establishing employment benefits.
3. Board members, persons appointed to serve on district committees or persons who serve the district in a "confidential" relationship.

For pertinent information regarding negotiations, see ORS Chapter 243.650 through 243.782 and copies of negotiated agreements with employee groups.

END OF POLICY

Legal Reference(s):

[ORS 663.010](#)
[ORS 243.662](#)
[ORS 243.650-243.782](#)