

## Board Negotiating Agents

The Board is ultimately responsible for negotiations with the employee units. The superintendent may be the chief negotiator for the Board; however, with Board approval, he/she has the authority to delegate this responsibility to another administrator, provided that the administrator does not belong to a unit which negotiates with the Board, or the superintendent may recommend that a professional negotiator be appointed.

If a professional negotiator is appointed, his/her fees or salary will be determined by the Board.

Whether a professional negotiator or a member of the administrative staff, the duties of the chief negotiator will be as follows:

1. To negotiate in good faith with certified bargaining units to arrive at a mutually satisfactory agreement on wages, hours and working conditions of employees represented by the units.
  - a. The chief negotiator will select appropriate members of management to serve on the management to serve on the negotiation team. These will not be members of any unit which negotiates with the Board.
  - b. He/She will direct accumulations of necessary data needed for negotiations, such as comparative information.
  - c. He/She will follow guidelines set forth by the superintendent and/or Board as to acceptable agreements and will report on the progress of negotiations.
  - d. He/She will make recommendations to the superintendent and/or Board as to acceptable agreements.
2. The chief negotiator will interpret the signed negotiated contracts to administrators, and will coordinate all aspects of contract administration during the terms of various contracts with employee organizations.
3. The chief negotiator will plan, organize, direct and represent the district and fact-finding, arbitration and any hearings involving negotiated contracts or grievances brought under them.
4. The chief negotiator will also offer suggestions on policies relating to the wages, hours and working conditions of employees or employee groups not covered by negotiated contracts.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.107](#)