

**North Santiam  
School District**

Code: **HC**  
Adopted: 7/15/74  
Readopted: 9/14/87, 10/19/00  
Orig. Code(s): 2463

**Scope of Negotiations**

The Board will negotiate terms and conditions of employment with all officially recognized employee bargaining groups and/or individuals pursuant to the law.

The Board shall appoint a negotiating committee. The chairman of the negotiating committee will be the principal negotiator for the Board. Upon approval of the majority members of the whole Board, the committee may designate the superintendent or a Board-appointed professional negotiator as its principal negotiator for non-financial 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.

Agreements between the Board and employees associations shall be printed at their mutual expense after the agreements are signed. To the extent possible, all such agreements shall be organized in harmony with the manual of policies, procedures, and bylaws.

Copies of the applicable agreement shall be presented to all personnel now employed, hereafter employed, or considered for employment by the Board.

END OF POLICY

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**Legal Reference(s):**

ORS Chapter 243