

## SECTION H: NEGOTIATIONS

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## **SUPPLEMENTAL MATERIALS SELECTION AND ADOPTION**

The policy applies to films/videos shown for instructional purposes as well as those used for incentive or reward purposes.

Before showing any film/video, the teacher shall view the same in its entirety and be able to explain how it correlates to the instructional goals within the course of study.

As the age of most high school students is under 17, both administrative and parental permission is required for "R" rated films/videos (see attached form).

Films/videos that are industry-rated as age-appropriate do not require written parental permission, as follows:

### **GUIDELINES**

Elementary:			
	G	No Permission Required	
	PG	No Permission Required	
	PG-13	Not to be shown	
	R	Not to be shown	
Junior High:			
	G	No permission required	
	PG	No permission required	
	PG-13	No permission required	
	R	Not to be shown	
High School:			
	G	No permission required	
	PG	No permission required	
	PG-13	No permission required	
	R	Administrative and parental permission required	

### **DEFINITIONS OF GUIDELINES**

- G:** General Audience, all ages admitted. This is a film which in the judgment of the Rating Board contains no material which would be objectionable or embarrassing for audiences of any age. A G-rated motion picture is not by definition a "children's" film, but it is a film which is considered generally acceptable for the entire family.
- PG:** Parental Guidance suggested. Some material may not be suitable for children.
- PG-13:** Parents Strongly Cautioned. Some material may be inappropriate for children under 13.
- R:** Restricted, under 17. Adult in theme and treatment. Should be viewed with an adult for discussion.

Revision date: July 13, 2015

## SCHOOL BOARD NEGOTIATING POWERS AND DUTIES

The Board is recognized as the sole employer of the District and specifically retains unto itself all management rights as defined by law, except as specifically provided in the negotiated agreement(s). The Board is a party to the labor contract(s) or agreement(s) entered into with the professional employee organization(s).

The Board has a duty to choose a negotiating team to meet with the representatives of the professional employee unit(s) to fulfill its responsibilities to bargain collectively in compliance with law.

The Board has the responsibility of reviewing any tentative agreement reached in bargaining with the employee organization and approving or disapproving such agreements.

[Adoption date: June 24, 2002]

LEGAL REF.: ORC Chapter 4117

## BOARD NEGOTIATING AGENTS

Prior to commencement of any negotiations, the Board decides whether to appoint a professional negotiator or to appoint representatives from within the District to serve as the Board's negotiating team(s). The fee or salary for a professional negotiator is established by the Board at the time of appointment. The Board appoints members to the bargaining team who best serve the District's interests and who meet the qualifications mandated by law.

[Adoption date: June 24, 2002]

LEGAL REFS.: ORC 4117.04; 4117.20

## BOARD NEGOTIATING AGENTS

### Appointment of a Professional Negotiator

The negotiator's fees or salary are established at the time of appointment.

The duties of the negotiator are to:

1. negotiate in good faith with the recognized bargaining units to attempt to arrive at a mutually satisfactory agreement on issues which are properly within the scope of bargaining by:
  - A. assisting and directing the Board's bargaining team in accumulating necessary data and information which may be needed for negotiations;
  - B. following guidelines set forth by the Board as to acceptable agreements and report on the progress of negotiations and
  - C. making recommendations to the Board as to acceptable agreements;
2. interpret the signed negotiated agreements to Board members and administrators and
3. plan, organize, direct and represent the District in fact-finding, arbitration and any other hearings involving negotiated agreements or grievances.

(Approval date: June 24, 2002)

## SUPERINTENDENT'S ROLE IN NEGOTIATIONS

To the extent determined by the Board and permissible by law, the Superintendent is closely involved in planning, preparing and participating in the bargaining process.

The degree of involvement by the Superintendent in negotiations is specifically determined by the Board upon consultation with the Superintendent.

[Adoption date: June 24, 2002]

LEGAL REFS.: ORC 4117.20  
4123.01

RELEASE OF NEGOTIATIONS INFORMATION

Negotiations between the Board and an employee organization are private and are not conducted in public session. Communication relative to the bargaining process with the news media and the public is by a person or persons designated by the Board; such communications are carried out in accordance with Board policy and the obligation or prerogative of the Board under the collective bargaining contract(s) or agreement(s).

[Adoption date: June 24, 2002]

LEGAL REFS.: ORC 102.03  
121.22  
4117.21

CONTRACT REFS.: Teachers' Negotiated Agreement  
Support Staff Negotiated Agreement

## PROCEDURES FOLLOWING RATIFICATION

The Board ensures that the negotiated agreement is distributed to all administrative staff. The Board provides an in-service orientation program on the implications of the provisions included in the contract or agreement for all its administrative staff.

[Adoption date: June 24, 2002]

LEGAL REF.: ORC 4117.14



## WORK STOPPAGE

State law defines a strike to be a continuous concerted action in failing to report to duty; willful absence from one's position; and stoppage of work in whole from the full, faithful and proper performance of the duties of employment for the purpose of inducing, influencing or coercing a change in wages, hours, terms or other conditions of employment.

In the event of a strike, the Board makes efforts to keep the schools open and operating. Precautions are taken for the safety and health of the working staff and students.

The Board directs the administration to develop a strike plan as a precautionary measure well in advance of any anticipated work stoppage.

[Adoption date: June 24, 2002]

LEGAL REFS.: ORC 4117.01; 4117.15; 4117.16

CONTRACT REFS.: Teachers' Negotiated Agreement  
Support Staff Negotiated Agreement