

## **SCHOOL COMMITTEE NEGOTIATING AGENTS**

The School Committee is responsible for negotiating with recognized employee bargaining units. However, because of the expertise and time required for negotiations, the School Committee may hire a negotiator to bargain in good faith with recognized bargaining units to help assure that mutually satisfactory agreements on wages, hours, and other terms and conditions of employment will be developed. It is acknowledged that the School Committee will ordinarily look to the Superintendent to arrange negotiations and to work throughout the process directly with the negotiator and to, as appropriate, help frame bargaining and settlement proposals and positions for School Committee action.

When the School Committee decides to appoint an outside negotiator, the fee or salary for his/her services will be established in accordance with the law at the time of appointment.

The duties of the negotiator will be as follows:

1. To negotiate in good faith with recognized bargaining units to arrive at a mutually satisfactory agreement on wages, hours, and working conditions of employees represented by the units.
  - a. He/she will direct the accumulation of necessary data needed for negotiations, such as comparative information.
  - b. He/she will follow guidelines set forth by the School Committee as to acceptable agreements and will report on the progress of negotiations.
  - c. He/she will make recommendations to the School Committee as to acceptable agreements.
2. To interpret the various aspects of contract administration during the terms of the contracts with employee organizations, and to offer advice on various aspects of contract administration during the terms of the contracts with employee organizations.

LEGAL REF.: M.G.L. 71:37E

Adopted By The  
Hadley School Committee: May 19, 2014

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