



EXPERIENCED NEGOTIATOR PANEL

PANELISTS



LESLIE BIEBER

Superintendent,
Alexander School District



SETH HOLDEN

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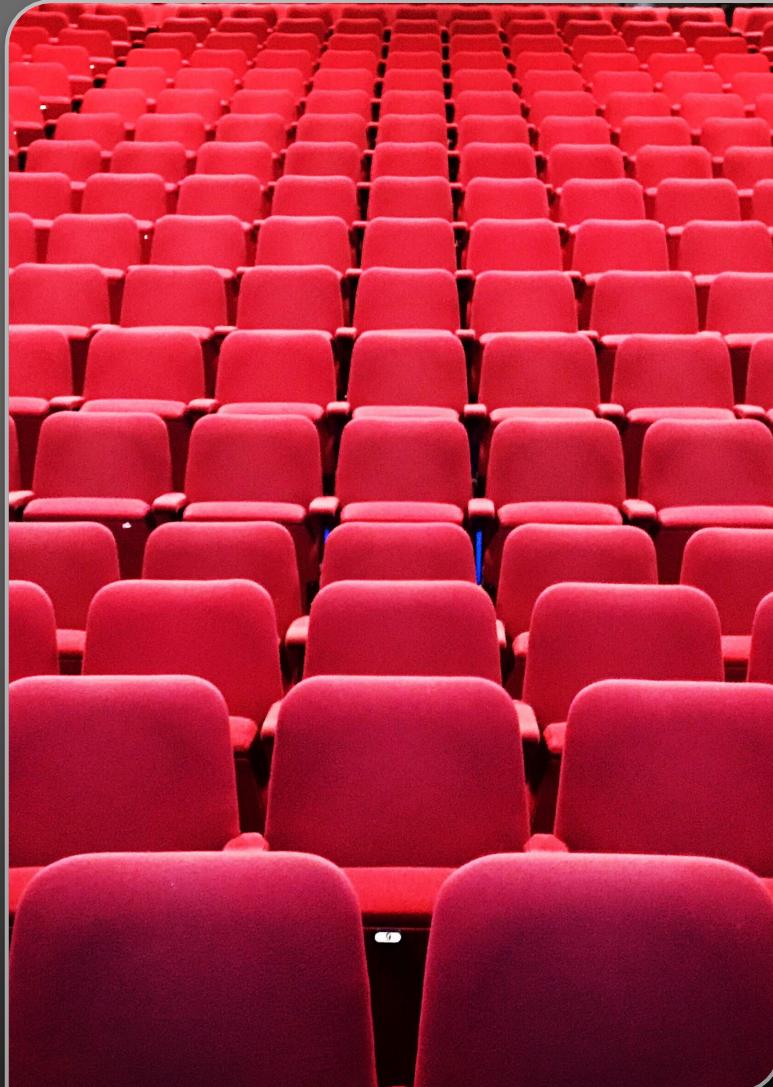


MIKE LAUTENSCHLAGER

Board Member,
Lewis & Clark School District

A 5-member board has created a 2-member board negotiation committee. During negotiations meetings with the teacher reps, 2 other board members attend the meeting in the audience.

None of these board members participate in the discussion, but simply observe like any other member of the public. Any problems? What if these board members want to participate in any executive session taken during the negotiations meeting?



The board receives the teachers' notice of intent to negotiate, as well as a petition asking the board to recognize as the negotiating unit the following: "all licensed personnel employed, or to be employed by, the Board."

Any concerns regarding this description?
What should the board do?



Negotiations have started between the board and the teachers. It becomes clear after the first meeting that one of the teacher representatives is hindering the parties' discussions. After a rather contentious negotiations meeting, the board president and superintendent are approached by a group of 3 teachers. The teachers express dissatisfaction with the "problematic" teacher negotiator and express concern about the ability of the parties to come to an agreement if this person remains as a teacher representative. They want to be placed on the agenda at an upcoming board meeting to discuss issues with the board. What should the board president and/or superintendent do? What if the individual causing the problem is a member of the board team?



The current negotiated agreement that was negotiated 2 years ago provides that the notice of intent to negotiate must be provided on or about April 1. The teachers rely on this provision and wait to provide notice until March 30th. Should the board agree to negotiate?



In negotiating the ground rules in preparation for the start of negotiations, the teacher reps propose that the parties agree in advance to extend the deadline for completion of negotiations from July 1 to August 1. How should the board respond?

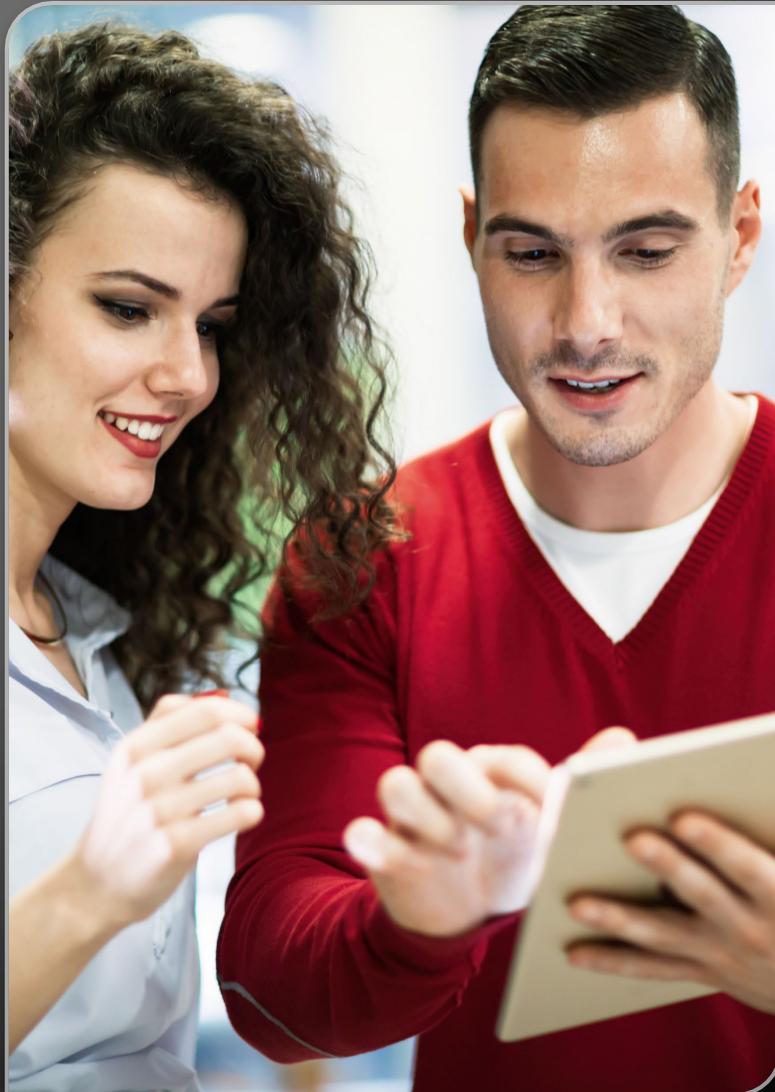
What if the proposal is to eliminate the deadline all together?



At a negotiations meeting, the board negotiators want to discuss a proposal from the teacher negotiators in private. The meeting notice does not include any anticipated executive session. What can they do?



The board is considering who should be on the board negotiation team. Two new board members have expressed interest in serving on the team. One is a retired former administrator with the district and the other has a spouse who is employed by the district as a teacher. Are there any concerns with putting the 2 new board members on the negotiations team? If the board believes they would be good negotiators, does anything else need to happen for these board members to negotiate with the teachers?



During negotiations, the teacher reps want to include a provision in the negotiated agreement that requires the board to have a teacher sit on the policy committee and that all policy recommendations to the board must first receive unanimous approval from the committee before consideration by the full board.

