

Negotiations

The Silverton School District does not have negotiated contracts or collective bargaining agreements. This notes are provided as a reminder of the various regulations and laws for future consideration should the current situation ever change.

NOTE 1: This section is for filing policies relating to the process of negotiations, not for filing personnel "policies" that have been negotiated. (Most of the latter would go in the Personnel Section.) However, various policies and procedures relating to the process of negotiations may have been negotiated. Will you file them in this section?

In compiling a district policy manual, you need to make a decision at the start as to how you will handle the various statements in agreements with staff units that relate to the bargaining process and to employee compensation and working conditions.

It is recommended that:

- *You use agreement excerpts (verbatim) as appropriate to the various categories in the policy classification system or use references to pertinent portions of agreements as appropriate to the various categories.*
 - *Whichever basic method you choose, be consistent in the treatment of negotiated policies throughout your manual and give the same treatment to agreements with all staff units with which you negotiate.*
 - *If you negotiate with more than one staff unit, consider using contract references only. This will save time and trouble in keeping your manual up to date. (You can insert the entire agreements at the back of the manual for handy reference.)*
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NOTE 2: State law requires local boards of education to cause a copy of each collective bargaining agreement entered into by the board to be posted on the district's website, made available for public inspection during regular business hours in the district's administrative office, and filed with the largest public library in the district within 30 working days of the date of ratification of each agreement. C.R.S. [22-32-109.4\(3\)](#).

NOTE 3: The Innovation Schools Act of 2008 (the Act) permits a local board of education to seek designation as a "district of innovation" from the State Board of Education. Once this designation is granted a district may pursue waivers of its collective bargaining agreements. The Act specifies the process that must be followed to obtain such waivers. C.R.S. 22-32.5-109.

LEGAL REF.: C.R.S. 22-32-109.4(3)
C.R.S. 22-32.5-101 et seq. (Innovation Schools Act of 2008)

[Revised April 2014]
COLORADO SAMPLE POLICY©

*Adopted December 2004
San Juan County School District #1, Silverton, Colorado
Modified 01/13/09; July 2019*