

## POSITIONS AND POLICIES ON EDUCATION

Negotiations/Consultation

FILE CODE

4135.3

### Professional Negotiators

**The NJSBA believes** that collective negotiations is a complicated and sophisticated process that is of paramount importance in affecting both the financial and managerial aspects of school board operation. To achieve negotiated agreements that effectively protect the district's interests and promote harmonious labor relationships, local school boards need expert professional assistance and should use professional negotiators to represent the board at all stages of collective negotiations. *[Authority: BD 2/75, DA 10/78-CR (PERC), DA 6/93-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

### Selection of Boards' Negotiations Representatives

**The NJSBA believes** that local boards must have the ability to select their negotiations representatives, without the interference of local, state, or national employee unions. *[Authority: DA 6/93-9, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

**Cross References:**

4135	Collective negotiations
4135.1	Agreements
4135.11	Recognition/personnel covered
4135.16	Work stoppages strikes
4140	Compensation and related benefits

Key Words: negotiations, negotiators, agreements, unions