

**SECTION H**  
**NEGOTIATIONS**

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## NEGOTIATIONS GOALS

The School Committee recognizes that education is a public trust; it therefore is dedicated to providing the best possible educational opportunities for the young people of this community. In negotiations, this objective may be best attained if there is a climate of mutual trust and understanding between the negotiating parties.

The ~~School~~-Committee believes that the best interests of public education will be served by establishing procedures that provide an orderly method for the ~~School~~-Committee and representatives of the staff to discuss matters of common concern.

It is further recognized that nothing in negotiations will compromise the ~~School~~-Committee's legal responsibilities nor will any employee's statutory rights and privileges be impaired.

## NEGOTIATIONS LEGAL STATUS

All negotiations between the School Committee and recognized employee groups are conducted subject to [Chapter 150E](#) of the Massachusetts General Laws. The legal status of negotiations is defined in part by [Section 2](#) of that chapter, as follows:

*Employees shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion. An employee shall have the right to refrain from any or all of such activities, except to the extent of making such payment of service fees to an exclusive representative as provided in section twelve.*

Basic to all employer/employee negotiations is the concept of “bargaining in good faith.” It is the legal responsibility of both the ~~School~~-Committee and employee organizations to bargain in good faith as they conduct negotiations. However, such obligation does not compel either party to agree to a proposal or make a concession.

LEGAL REF.: M.G.L. [150E:1](#) et seq.

## **SCHOOL COMMITTEE NEGOTIATING AGENTS**

The School Committee is responsible for negotiations with recognized employee bargaining units. However, because of the expertise and time required for negotiations, the 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.

LEGAL REF.: M.G.L. [71:37E](#)