

## SCHOOL COMMITTEE NEGOTIATING AGENTS

The Mansfield School Committee is ultimately responsible for negotiations with employee units. The Mansfield Superintendent of Schools shall be the chief negotiator for the Mansfield School Committee; however, with School Committee approval, s/he has the authority to delegate this responsibility to another administrator, provided that administrator does not belong to a unit that negotiates with the Mansfield School Committee, or s/he may recommend that a professional negotiator be approved.

If a professional negotiator is appointed, their fees or salary shall be determined by the Mansfield School Committee.

Whether a professional negotiator or a member of the administrative staff, the duties of the chief negotiator shall be as follows:

1. To negotiate in good faith with certified bargaining units to arrive at a mutually satisfactory agreement on wages, hours, and working conditions of employees represented by the units.
  1. S/he shall direct accumulation of necessary data needed for negotiations, such as comparative information.
  2. S/he shall follow guidelines set forth by the Superintendent and/or Mansfield School Committee as to acceptable agreements and shall report on the progress of negotiations.
2. The chief negotiator shall interpret the signed negotiated contracts to administrators, and coordinate all aspects of contract administration during the term of various contracts with employee organizations.
3. The chief negotiator, if other than the Superintendent, shall provide all pertinent information to the Superintendent when the grievance procedure reaches the level of the Superintendent.
4. The chief negotiator shall plan, organize, direct, and represent the district in fact finding, arbitration, and any hearings involving negotiated contracts or grievances brought under them.
5. The chief negotiator shall also offer suggestions on policies relating to the wages, hours, and working conditions of employees or employee groups not covered by negotiated contracts.

Reviewed: May 21, 2019

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