Policy Title: **Management's Negotiating/Meet & Conferring Team(s)** Policy Code No. 309

The composition of the District's bargaining and meet and confer teams shall be determined by the Superintendent, subject to Board approval. Factors to be considered in selecting team members shall include:

1) the nature of the employee group;

2) the individual's familiarity with or expertise in the area represented by the employee groups;

and

3) team continuity and consistency.

In structuring the bargaining and meet and confer teams, every effort shall be made to represent the various segments of the administration and the Board.

Administrators not selected as team members shall be involved in the bargaining and meet and confer process by serving as resource persons whenever appropriate, by being solicited for input, and by being briefed regularly as the process progresses.

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| Date of Adoption | 8/14/1989 |
| Review Date | 04/25/2016 |
| Revision Date | 05/01/1992 |

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| Legal Ref.: | Iowa Code §§ 20.17 (.2), 21.9 (2013).  621 Iowa Admin. Code 6 |
| Cross Ref.: | Board Policy  405.3 Licensed Employee Individual Contracts  405.4 Licensed Employee Continuing Contracts  411.3 Classified Employee Contracts  412.2 Classified Employee Wage and Overtime Compensation |