

## Todd County School District Policy: HB

### NEGOTIATIONS LEGAL STATUS

The board negotiates salary and other conditions of employment with employee groups under requirements and subject to limitations set forth in the state law.

Under the South Dakota Compiled Laws, public employees-- including members of the teaching profession--may join or refuse to join without prejudice any organization for professional or economic improvement.

Representatives of the board will meet at reasonable times with representatives of the Todd County Education Association (TCEA) to negotiate with respect to rates of pay, hours of employment, and other conditions of employment; to confer in good faith; and to attempt to negotiate an agreement.

Representatives from the educational support personnel and the board will meet at reasonable times with representatives from the Educational Support Personnel (ESP) to negotiate with respect to rates of pay, hours of employment, and other conditions of employment; to confer in good faith; and to attempt to negotiate an agreement.

The statutory obligation of the representatives to negotiate in good faith does not compel either party to agree to a proposal or require the making of a concession.

Legal Ref.: SDCL 3-18-2; 3-18-3; 3-18-8

ADOPTED: April 11, 1994

REVISED: March 25, 2008

REVIEWED: August 24, 2015

REVISED: October 9, 2018