

SCHOOL DISTRICT RESPONSE TO UNION PROPOSALS
10/3/17

1. Union student recess proposal

- We do not agree to the MFT proposal to put the student recess policy into the CBA because this is a Board educational policy that is within the Board's sole authority.
- PELRA specifically states that educational policies are not "terms and conditions of employment." (MS 179A.03, subd. 19) Therefore, this policy is not subject to collective bargaining. We will not negotiate educational policy.

2. Union proposal on access to personnel data

- We do not agree to the MFT's proposal.
- The Government Data Practices Act states that the District may give personnel data to the MFT to the extent it determines the dissemination is necessary for the MFT to perform its official functions. (MS 13.43, subd. 6)
- This process has been implemented in the past and has worked. We are not aware of any issues that have arisen regarding this issue in the past.
- There is no need to add the proposed language to the CBA.

3. Union proposal on building access -- District counter proposal:

"Union designated representatives may access school sites, where the Union represents members of this bargaining unit, for proper and non-disruptive business activities during the regular hours of the site that is being accessed, provided:

- (a) The Union must notify the Human Resources Department and the administrator in charge of the site that it intends to access the site on a specific date and time at least one (1) day before accessing the site.
- (b) The Union's designated representatives shall not meet with bargaining unit members during the member's student contact time, preparation time, or PLC/collaboration time.
- (c) The Union's designated representatives shall follow the standard sign-in procedures for the site."