

## SECTION H: NEGOTIATIONS

Section H contains policies, on the process of negotiating with Bargaining units recognized by the School Board and authorized under state law.

---

<u>Code</u>	<u>Category</u>	<u>Title</u>
HP	R	Employee Job Actions/ Actions Regarding Work Stoppage
HPA	R	Employee Walkouts, Strikes and Work-to-the-Rule

### Categories

**O = Optional** These policies should be reviewed to determine whether they meet a particular local need. Most are informational in nature.

**P = Priority** The subject matter of these policies is required by state and/or federal law.

**R = Recommended** While these policies are not required by law, they are highly recommended for effective and efficient school board operation.

## EMPLOYEE JOB ACTIONS

Strikes and other forms of job action are unlawful, and a violation of Board Policy. However, if a work stoppage occurs, the Board will keep schools open so long as the health and safety of the students and employees can be assured.

### Action Regarding Work Stoppage

The initial decision as to whether or not schools will remain open, will be made by the Superintendent or his/her designee, in consultation with the Chairperson of the Board. If this consultation is not possible, the Superintendent or his/her designee is authorized to make the decision.

There will be an emergency meeting of the Board during the evening the work stoppage has occurred. If prior warning of a possible stoppage is forthcoming, the Superintendent is authorized to call an emergency School Board meeting.

It is expressly understood that no Board member other than the Chairperson (or designee) will issue any press release or statements in regard to the work stoppage.

Statutory Reference:  
RSA 273-A:13

Revised: November, 1999  
Revised: July, 1998

**EMPLOYEE JOB ACTIONS**  
(Unauthorized Employee Absences)

Any strike, job action or withholding of services by a public employee is illegal.

Any employee of the Board who engages in a strike, job action, withholds services, absents himself without leave or authorization, or declines to perform all of his/her duties and responsibilities will be acting contrary to the law of the state, to the Board policies and to any applicable individual contract.

Any employee who so acts will:

1. Suffer a deduction in salary for every day s/he is absent from work.
2. Have an official reprimand placed in his/her permanent record.
3. Be subject to immediate discharge or other appropriate disciplining action.

**Statutory Reference:**  
RSA 273-A:13

Revised: November, 1999  
Revised: July, 1998

Adpted March, 2004