

**Negotiations**

All negotiations between the School Committee and recognized employee groups are conducted subject to Chapter 28 "Labor and Labor Relations" of the Rhode Island General Laws.

Basic to all employer/employee negotiations is the concept of "bargaining in good faith." The School Committee will negotiate in good faith on appropriate concerns. It will deal with staff negotiating units openly and fairly, and will sincerely endeavor to reach agreement on items being negotiated, that are proper for negotiation.

Nothing in negotiations shall abridge the School Committee's legal responsibilities nor will any employee's rights and privileges under state statutes be impaired.

The School Committee presently recognizes three employee bargaining organizations. They are as follows:

- The Barrington Educational Support Team (NEARI/NEA/BEST) which represents the secretaries, clerks, teacher assistants and bus drivers;
- The United Steelworkers of America AFL-CIO-CLC Local #14845/02, SWA which represents the custodial and maintenance workers; and
- The NEA Barrington (NEAB) affiliated with the National Education Association Rhode Island/NEA (NEARI) which represents certified teachers for purposes of this policy, "certified teachers" means certified teaching personnel employed in the public school systems in the state of Rhode Island engaged in teaching duties, including support personnel whose positions require a professional certificate issued by the State Department of Education and personnel licensed by the Department of Health; or other non-administrative professional employees.

Superintendents, assistant superintendents, principals, and assistant principals, directors, technology personnel and confidential secretaries, are excluded from the provisions of this policy.

**Legal Reference**

Rhode Island General Laws §§ 28-7, 28-9.3, 28-9.4, 16-2-9

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