

Board Policy

Code No. 405.10

LICENSED EMPLOYEES NEGOTIATING IN GOOD FAITH

The Board recognizes the right of the licensed employees to bargain in accord with the provisions of the Public Employment Relations Act.

The Board will negotiate in good faith with the licensed employees group: The Bettendorf Education Association. The District will negotiate in good faith with respect to wages, hours, vacation, holidays, leaves of absence, shift differentials, overtime compensation, seniority, job classification, health and safety matters, in-service training, grievance procedures, and other matters mutually agreed upon.

The above negotiated terms are located in the Master contract between the Bettendorf Education Association and the Bettendorf Community School District.

When negotiating in good faith with the recognized licensed employee group, the Board shall retain its right to all powers, duties, and rights established by constitutional provision, statute, ordinance, charter, or special act and shall have the following specific employer rights:

1. Direct the work of its public employees;
2. Hire, promote, demote, transfer, assign and retain public employees in positions within the public agency;
3. Suspend or discharge public employees for proper cause;
4. Maintain the efficiency of governmental operations;
5. Relieve public employees from duties because of lack of work or for other legitimate reasons;
6. Determine and implement methods, means, assignments and employees by which the public employer's operations are to be conducted;
7. Take such actions as may be necessary to carry out the mission of the public employer;
8. Initiate, prepare, certify, and administer its budget; and
9. Exercise all powers and duties granted to the public employer by law.

Legal Reference: Iowa Code Section 20.1, 20.7, 20.9, 20.16

Approved: June 18, 1979

*Reapproved: January 5, 1981
September 16, 1991
February 2, 1998
February 20, 2001
February 17, 2004
December 4, 2006
April 18, 2011*

*Revised: November 16, 1987
January 23, 1995
December 4, 2006
June 15, 2020*