



Frederick County Public Schools
Board of Education
NEGOTIATIONS
Policy 310

A. Policy Purpose

To recognize the duly-designated representatives of employees within bargaining units and to acknowledge the authority of the Board of Education of Frederick County (Board) to negotiate with designated employee organizations.

B. Definitions

1. “Bargaining unit” is defined to mean a group of employees who have a clear and identifiable community of interest and is eligible under Maryland law to bargain collectively.
2. “Collective bargaining” is defined to mean the process by which employees can help determine the terms and conditions of employment, including salary, hours, wages, and other working conditions.
3. “Employee association” is defined to mean an organization of public employees which has one of its primary purposes to represent those employees in collective bargaining.
4. “Exclusive bargaining unit representative” is defined to mean an employee association which has been certified under Maryland law to represent the employees of a bargaining unit.

C. Policy Statement

The Board recognizes the importance of collective bargaining under Maryland law in maintaining the relationship between the Board and FCPS employees. Accordingly, the Board supports the right of employees to form, join, and participate in the activities of an employee association for the purpose of being represented in accordance with Maryland law.

D. Implementation

1. **Recognitions**
 - a. The Board recognizes the Frederick Association of School Support Employees (FASSE) as the exclusive bargaining unit representative for FCPS nonsupervisory educational support employees.
 - b. The Board recognizes the Frederick County Administrative and Supervisory Association (FCASA) as the exclusive bargaining unit representative for administrative and supervisory employees.
 - c. The Board recognizes the Frederick County Teachers Association (FCTA) as the exclusive bargaining unit representative for all certificated, professional personnel.

2. **Rights and Privileges.** The rights and privileges of the employees' associations shall be defined in the respective ratified negotiated agreements and in accordance with Maryland law.
3. **Negotiations**
 - a. The date for beginning negotiations shall be stated in the ratified negotiated agreement.
 - b. The date for concluding negotiations shall be determined by the negotiating teams representing the employees' association and the Board.
 - c. The Board, or the Board's negotiating team, may meet to negotiate in public or closed sessions with designated employee organizations as specified in Maryland law.
4. **Board Negotiating Team**
 - a. The Board shall select a chief negotiator and members of a negotiating team as its representatives in collective bargaining.
 - b. The Board shall select its negotiating team prior to the date negotiations begin and meet regularly with the team to advise the Board throughout the negotiations process.
 - c. The Board's negotiating team shall keep the Board informed of the progress of negotiations and shall receive guidance from the Board before making commitments on its behalf.
5. **Renegotiations.** If the fiscal authorities do not approve enough funds to implement a ratified negotiated agreement or if the Board's budget is reduced during the term of a ratified agreement, the Board shall renegotiate the agreement with the employees' association before making final budget decisions.
6. **Impasse Procedures.** If the parties are unable to reach settlement in negotiations, the parties will adhere to provisions in the negotiated agreement and Maryland law regarding impasse procedures.

E. Related Information

1. **Negotiated Agreements**
 - a. Board and FASSE Negotiated Agreement
 - b. Board and FCASA Negotiated Agreement
 - c. Board and FCTA Negotiated Agreement

F. Policy History (Maintained by Legal Services)

<i>Responsible Office</i>	Human Resources
Adoption Dates	10/26/05
Review Dates	2021, 06/28/23
Revision Dates	10/13/21, 11/20/23