

Employee Relations Committee Charter **(Written SY 2011-2012)**

Purpose

The Employee Relations Committee is responsible for assisting the Duanesburg Central School (DCS) Board of Education in fulfilling its policy making role with regard to employee relations. That may include negotiating and implementation of all collective bargaining agreements, all employee contracts and conditions of employment, and any other issues as directed by the Board of Education.

Committee Membership

The committee is comprised of three (3) members of the Board of Education, as appointed by the Board of Education president. The DCS Superintendent and Business Administrator also serve on the committee.

Authority

The Employee Relations Committee does not have the authority to make any decisions. The committee acts as an advisory capacity to the DCS Superintendent and Board of Education.

Goals and Responsibilities

1. The Committee works with the superintendent, business administrator, and DCS legal counsel to negotiate collective bargaining agreements with Duanesburg Educational Support Association (DESA) and the Duanesburg Central School Teachers' Association (DTA). Final adoption of any collective bargaining agreements must be approved by the Board of Education.
2. The Committee reviews the DCS Superintendent's recommendations on conditions of employment, salary and benefits for all staff not included in collective bargaining units.
3. The three Board of Education Committee members coordinate the annual evaluation process of the DCS superintendent and review any contract changes prior to the full Board approval.