

**Policy Statement #1220 (Administration) of the Board of Education  
Governing the Appointment of the Board Negotiating Teams**

- I. Purpose
  - A. To establish guidelines for the appointment of three negotiating teams to negotiate on behalf of the Board of Education with each of the three bargaining units that represent school system employees
- II. Policy Statement
  - A. Given the need to be in compliance with Maryland State law, and given the desire of the Board of Education of Calvert County to work in a fair and equitable manner with employee associations and on behalf of the school system and the public it serves, the Board of Education will appoint three negotiating teams.
  - B. The Board shall appoint the members of its three negotiating teams annually. These appointments will include the designation of one member of each team to serve as chief spokesperson or negotiator and will be in effect until negotiations for that term are complete. No employee who is eligible for membership in an association may bargain with that association on behalf of the Board of Education.
  - C. The persons appointed will serve as the Board of Education's representatives in all collective bargaining conducted under the Annotated Code of Maryland. During protracted negotiations, negotiating team members will be provided necessary support and assistance.
- III. Delegation of Authority
  - A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.
- IV. Exceptions
  - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- V. Review
  - A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- VI. Effective Date
  - A. This policy is effective January 10, 2019.

Citations

State Law: §§ 4-312, 6-408 and 6-510 of the Education Article of the Annotated Code of Maryland  
State Reg.:  
Federal Law:  
Adm. Reg.:  
Neg. Agr.:  
Other Citation: