

NEGOTIATIONS CODE OF ETHICS

The Anoka-Hennepin School Board and administration:

1. Will make every reasonable effort to provide to employees and the general public timely, accurate, and complete information.
2. Will provide information to employees and the general public through district publications, the news media, and other appropriate means.
3. Will not engage in activities which demean or destroy the credibility and integrity of individual members of an employee organization or its representatives.
4. Will not knowingly misrepresent positions of employee organizations and/or the school district.
5. Will make every effort to preserve the concept that the governance of public schools shall remain with the public's duly elected representative, i.e., the School Board.
6. Will make every reasonable effort to arrive at a settlement which is economically practicable and which will not compromise the general well-being of students.
7. Will regularly review the status of negotiations at public School Board meetings and will make initial proposals of both parties known to the public and employees with an analysis of the potential impact of the proposals on the district.
8. Will not engage in harassment of individual employees or members of the employee bargaining team.
9. Will not circumvent the established negotiation process by negotiating with individual members of the employee unit, members of the general public, or other persons not designated as members of the School Board and/or employee unit bargaining team.
10. Will not elicit support of students enrolled in the district's schools, or use student activities as a forum to solicit support of the district's position relating to employee negotiations.
11. Will make every reasonable effort to maintain public support by promoting the positive image of employees.

Anoka-Hennepin District No. 11
Coon Rapids, MN 55433
Adopted August 25, 1980
Reaffirmed January 28, 1985