

The Lordsburg Municipal School District recognizes the right of employees to organize and bargain collectively. It recognizes the Teacher's Association of Lordsburg as the sole organization currently authorized to bargain on behalf of the District's employees.

The superintendent shall represent the Board in all bargaining and communication, with the exception of grievance appeals reaching the level of the Board. The superintendent may delegate spokesperson responsibilities for the purpose of organized negotiating, yet no binding agreement can be reached during negotiations without the superintendent's concurrence.

It is the policy of the Lordsburg Municipal Schools to (1) grant employees the right to organize and bargain collectively with the Board of Education, hereinafter referred to as "employer", (2) to promote harmonious and cooperative relationships between the employer and employees and; (3) to promote and protect the public's interest at all times by assuring the continuance of a quality educational program without interruption, conflict or confrontation between the employer and its employees.

All organization and collective bargaining by employees of the District shall be in accordance with 10-7-E NMSA 1978, known as the "Public Employee Bargaining Act," and any superseding statute.