TIPS FOR CONTRACT NEGOTIATION

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CONTRACT MAINTENANCE

• HAVE IT REVIEWED AT LEAST EVERY TWO YEARS
  • Current trends
  • Legal bounds

• DISTRICT ATTORNEY YEARLY TO ENSURE ALL IS STILL LEGAL AND CLEAR

• REVIEW WITH BOARD CHAIR
WHO SHOULD NEGOTIATE YOUR CONTRACT?

- You
- Search Consultant
- District Attorney
- Personal Attorney

I'd say the negotiations went much better than expected.

Bedtime was pushed back 10 minutes.
Pros and Cons of Doing Your Own

Pro
- Might make process more informal
- You could avoid paying legal fees

Cons
- Lack of legal knowledge/ experience
- Sample contracts may not fit our needs
- Could be harmful to board relationship in the future
PROS AND CONS OF HIRING A LAWYER

**Pros**

- Benefit of legal expertise
- Benefit of someone with negotiating experience
- Provides a intermediary, layer of separation
- All aspects of contract legal

**Cons**

- Will cost you, but you may be able to get some cost back as part of contract.
  - Seldom happens but possible
If you hire a lawyer – possible criteria

- Understanding of school law and systems
- Understands Supt. Duties, Role and responsibilities
- Proven negotiating skills
- Understands School Board Dynamics
- Has access to previous Supt. Contract
NEGOTIATE BUT MAINTAIN A RELATIONSHIP

- Remember that after the negotiation is done you will be working with the other party for the remainder of your contract. Be very aware of developing and nurturing your relationship. This is extremely important!
THINGS TO THINK ABOUT

Common reason for discharge
- Board Politics
- Poor communication
- Missing of deadlines
- Disagreement on personnel Matters
- New Board member lack of understanding

Ideas to utilize
- Develop a Board / Supt Calendar
  - Goals/ eval./ Contract neg. /Etc.
- Create a communication plan
  - Reporting of goals/weekly recap /others
- New Board member training
  - Roles responsibilities/ your contract
- Factual Documentation