

Practice Implications

Current Practice



Union meetings, briefings, or orientations may occur in school buildings with approval



Any use of public buildings or space for union activity risks statutory violation



Union representatives present during disciplinary investigatory meetings (improving de-escalation)



On-duty representation restricted or prohibited; employees likely burdened with private attorneys instead



Grievance process is collaborative, solutions-centered between union reps and administrators



Formal, adversarial process; fewer informal resolutions



Collective bargaining preparation occurs during contract hours using shared facilities and schedules



Prep must occur off-hours, off-site, increasing cost and reducing participation

Role Implications

ADMINISTRATORS

Current: instructional leader and workforce manager

After bill implementation: compliance monitor and speech/time enforcer

SCHOOL BOARDS

Current: policy oversight and labor relations governance

After bill implementation: compliance enforcer with legal exposure for routine interactions

Long-Term Implications



Rural school districts are disproportionately harmed — lack resources to manage compliance



Districts experience increased legal exposure and early attorney involvement becomes common



Boards and districts can no longer adapt labor practices to local needs. State statute overrides



Legal, enforcement, and turnover costs increase without labor/district collaboration