

## Proposed Ground Rules for Contract Negotiations

### Barre Supervisory Union Teacher Agreement

October 2016

- A. In order to minimize potential disruption of the educational process for the Supervisory Union's students, the parties agree to proceed with the bargaining process with dispatch, making every effort to reach a settlement prior to the expiration of the current Agreement.
  - B. Accordingly, the parties agree to commence negotiations for the successor Agreement on or before October 20, 2016. Every attempt will be made to have all new proposals exchanged by the second meeting of October, with new proposals after that allowed by mutual agreement of both parties; this pertains to health insurance in particular.
  - C. Meetings will be scheduled for two hours, with the option to continue longer by mutual agreement of the parties.
  - D. Meetings will be held in the SHS library. The board will be responsible for securing the library.
  - E. The association will have the right to use their personal devices on the school's wireless internet for the purpose of negotiations (as the board does during board meetings).
  - F. Whenever possible, proposals will be in contract language with removed language struck through and new language bolded.
  - G. Each party will make a good faith effort to bring sufficient copies for both sides.
  - H. Tentative agreements should be signed and dated by the chief negotiators of both sides as they are agreed to, subjected to ratification.
  - I. Nothing contained herein shall prevent the parties from continuing negotiations following the declaration of impasse and prior to the mediation/fact finding hearing.
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- J. The parties will set a goal and make every effort to reach agreement on all items proposed by **January 1, 2017**. If this does not happen, either party may declare impasse in the contract talks. However, nothing shall prevent either party from declaring impasse prior to that date if they feel that future meetings will not result in agreement on additional items.
  - K. The parties agree to forgo mediation independent of fact finding, but instead agree to schedule a mediated fact finding hearing no later than **February 15, 2017**.

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- L. In order to facilitate this timeline, the parties will seek to mutually agree in advance upon a potential mediator/fact finder by exchanging the names of three (3) fact finders from each party prior to November 1, 2016, and agreeing upon and scheduling that fact finder prior to November 15, 2016.
- M. If impasse is declared, and if the parties have yet to agree upon a mutually acceptable fact finder, the parties will, within five (5) business days, request in writing that the AAA designate a fact finder in an expedited manner, who is able to conduct a fact finding hearing on or before February 15, 2017, and who was not found on original list of the lists of potential fact finders exchanged by the parties during their earlier selection discussions.