

# **BEA/BSD NEGOTIATIONS**

## **February 2024**

*The teams are engaged in bargaining to achieve a fair and timely contract which will equitably meet the needs and interests of our students and families, and the negotiating parties. This bargaining process connects to our ongoing professional relationship. The teams will maintain a long-term relationship based upon openness, respect, shared commitment and a spirit of partnership in serving our students.*

## **TERMS OF ENGAGEMENT**

### **FACILITATORS**

The teams will jointly facilitate the bargaining sessions. Facilitators meet between sessions to communicate, coordinate and plan for smooth facilitation.

### **OPEN/CLOSED SESSIONS**

All sessions shall be open to the public. Open sessions are in-person for the bargaining teams and will be livestreamed to ensure public access. Visitors will engage in courteous decorum that does not impede the work of the negotiating teams. There shall be no questions or comments by visitors during bargaining sessions. If either team believes the process is being compromised due to the actions of observers, the proceeding will be paused and concerns reviewed in closed session.

### **MEETING DATES, TIMES AND AGENDAS**

Starting and ending times will be set in advance for each meeting by the bargaining chairs. Times may be extended by mutual consent. Future meeting dates shall be reviewed at the close of each session.

### **TENTATIVE AGREEMENTS**

Tentative agreements will be recorded and dated once consensus is reached on an issue. The tentative agreement and possible contract language will be reviewed at the next session.

### **SUBCOMMITTEES**

Subcommittees will be closed to the public. The use of subcommittees shall be limited to specific mutually agreed upon purposes. Subcommittee reports will be shared with the entire group at a designated bargaining session.

### **EXCHANGE OF INFORMATION**

The teams shall cooperate on data gathering and the exchange of information which will be supplied in a timely and reasonable manner. When information is requested, the parties will specify the timeline and the person responsible for retrieving the data.

## **TIMELINE**

The parties agree to seek agreement on a new contract through an open and collaborative process beginning in February 2024 and proceeding in good faith until resolution. The statutory 150-day timeline will commence as of the first bargaining session.

## **CAUCUSES**

Caucuses may be called as needed by either side during the negotiations. Teams shall endeavor to minimize the number and length of caucuses. Caucuses shall only be open to the respective teams and invited resource persons.

## **RESOURCES**

Resource persons with information related to the agenda may be called in by either team to provide information, but these persons will not be involved in the decision-making. At least 24 hours notice will be provided to the bargaining chair by the team bringing a resource.

## **MINUTES**

To provide an accurate record of all bargaining sessions, the teams will retain a mutually agreed upon recorder who shall take detailed minutes. Prior to the next bargaining session, draft minutes for the last session shall be delivered simultaneously to designated representatives for each team. The team representatives shall have responsibility for distributing the draft minutes to their teams before the next bargaining session. After review and approval by both teams at the start of each bargaining session, the recorder's minutes shall become the official minutes of the bargaining session. The sessions will also be digitally recorded.