

Final 2/28/25  
2:30pm

## 2025 BARGAINING GROUND RULES DRAFT

### **BSD/OSEA Bargaining Mission Statement**

The teams are engaged in negotiations to achieve a contract that meets the needs and interests of the parties and the public. This bargaining process builds on and strengthens the teams' mutual problem-solving relationship in a way that is collaborative, efficient, and professional. The teams' approach will foster openness, respect, shared commitment and a spirit of partnership in serving the students and community of the Beaverton School District.

**Open Sessions:** All sessions shall be open to the public unless the parties mutually agree to closed sessions. All visitors will sign in on the form provided. Visitors shall be quiet and courteous. During open sessions, visitors will be provided with printed information at the time of discussion. If either team believes the process or personnel is being compromised due to the attendance of visitors, these issues will be reviewed in closed session.

**Virtual Access:** Open negotiation sessions will be video live-streamed to the public and recorded. No electronic recording of the negotiations by visitors shall be permitted. The parties will promptly provide electronic copies of presentation materials and proposed articles after they are exchanged. The district will post exchanged articles and recorded live-streams to the district website within two (2) business days of each session.

**Mutual Respect:** Team members will listen with respect to each speaker, and individuals shall refrain from side conversations during the bargaining sessions. All those involved at the table will endeavor to focus on issues and solutions rather than individuals.

**Meeting Dates and Times:** Starting and ending times will be set in advance for each meeting but times may be extended by mutual consent. Future meeting dates shall be reviewed at the close of each session. If pre-planned bargaining sessions are cancelled or rescheduled by the district with five (5) business days' notice or less, OSEA members shall retain their protected time release without penalty to engage in bargaining preparation.

**Tentative Agreements:** Tentative agreements will be recorded and dated once consensus is reached on an issue.

**Exchange of Information:** Requested information 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.

**Caucuses:** Caucuses may be called as needed by either side during the negotiations.

**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.

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**Timeline:** The parties agree to start the 150-day calendar statutory timeline beginning March 10, 2025, provided that is the first day proposals are exchanged. Should this exchange occur after March 10, the 150-day timeline will begin when proposals are first exchanged.

  
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Kyrsti Sackman  
OSEA President

2.28.25  
Date

  
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Curtis Semana  
BSD Executive Administrator for Human Resources

2/28/25  
Date