

Negotiations Norms

1. We will remain civil and honest in all discussions with the intention of bargaining in good faith and moving toward settlement.
2. Meetings will start on time at the agreed upon time and go no later than two hours – unless mutually agreed upon by both parties to end earlier or extend the meeting.
3. Arrive at scheduled meetings prepared with agreed upon work completed. Caucusing will not take place at the time at which the meeting is scheduled to begin unless both parties have agreed to it in advance.
4. At the first meeting, the Union will share its initial proposals.
5. Either party shall be able to call for a caucus when the need arises. Caucusing will not be used to unreasonably delay discussion during scheduled bargaining meetings.
6. Good faith bargaining requires that the parties refrain from making proposals that move the parties away from a settlement. Proposals which increase the differences in the parties proposals are not consistent with good faith bargaining. As a result, such proposals will not be made by the parties.
7. The focus of good faith bargaining shall remain on shared interests and not individual positions. Professionalism is expected at all times. Negotiators will remain civil and honest in all discussions.
8. Tentative agreements as issues are resolved will be documented in the course of Negotiations.
9. Each party may bring any person it chooses to the bargaining sessions for the purpose of making presentations, providing advice, or otherwise assisting the respective party in the process. Each party will record and maintain its own notes of meetings.
10. The meeting location is a public space. If a caucus needs to happen, it will occur in a separate location – unless there is no need due to lack of public presence.
11. The goal of the negotiations is for the negotiations teams to reach a tentative agreement on the entire collective bargaining agreement. When this tentative agreement is reached, the District's negotiations committee agrees to recommend its passage to the Board; the Union's negotiations team agrees to recommend its passage to its membership. The Union shall ratify, according to its by-laws, the collective bargaining agreement first. Ratification by the District will follow Union ratification.