

ARTICLE 4

NEGOTIATION PROCEDURES

4.1 The Board and Association agree to utilize, and are committed to, the interest-based bargaining process and the methods and procedures for negotiations outlined in this article. Other methods and procedures may be mutually agreed upon. A summary of each negotiation session will be written and signed by participants at the end of each session as a record of the day's discussion.

4.2 Both parties shall meet and negotiate in good faith on negotiable issues as defined in Article 3.3 and 3.4. Any agreement reached between the parties shall be reduced to writing and signed by their representatives.

4.3 Reopeners: During each school year, either party may re-open negotiations on employee benefits (Article 16) and salaries (Article 17, Appendix A, Appendix B, and Appendix C) and two (2) additional articles of this Agreement by giving written notice to the other party no later than February 1 of the school year prior to the school year that is the subject of the negotiations proposals.

4.4 Either party may utilize the services of outside consultants.

4.5 The Board and the Association may discharge their respective duties required by this Agreement by means of authorized officers, individuals, representatives or committees.

4.6 Negotiations shall take place at mutually agreeable times and places alternating between a site chosen by the District and the Association.

4.7 The Association shall designate two representatives who shall each receive a reasonable number of hours per week of release time without loss of compensation to prepare for and attend impasse proceedings.

4.8 The Board shall make available to the Association a copy of all reports and budgetary data, within a reasonable time, after the material is transmitted to the state, and a copy of all budgetary and other information it produces that are necessary for the Association to fulfill its role.

4.9. Not later than September 15 the Board shall provide the Association a report showing the placement of all unit members on the salary schedule in Microsoft Excel (or similar) format..