

FPA-FNSBSD Bargaining Ground Rules


 1.)



There shall be designated spokespersons for each negotiating team. All communications during negotiations will be through the spokespersons, unless mutually agreed by the parties for open discussion.


 2.)



All written, verbal, or electronic communications regarding negotiations will occur between or through the designated spokespeople, or their designee. Communication with Dave Dershin shall have Robyn Taylor cc'd.


 3.)



Location for the bargaining meeting shall be at the FNSBSD District office at 520 5th Avenue, unless an alternate location is mutually agreed upon. The District will provide a private caucus room, access to a copier, a three hole punch, and staplers.


 4.)



The initial proposal shall be exchanged January 31, 2019. No new articles shall be introduced after the initial exchange of proposals unless mutually agreed. Initial proposal will be all inclusive in regards to economic and non-economic articles.


 5.)

The initial proposal shall be done electronically and all counter proposals shall be in writing, with enough copies for each member of the teams plus one. The parties also agree to exchange electronic copies of the initial proposals.


 6.)

The format of the initial proposals and counter proposals shall be one proposal to a page, single sided with deleted items shown as strike-outs and new items shown as bold and underlined language. If an article is moving, but not changing language, will be highlighted green.


 7.)



Either party may caucus at any time, however as a courtesy to the other party, negotiating sessions will not begin with a caucus. As a courtesy to the other party, the party that calls a caucus will notify the other party of an approximate time needed. This can always be extended with additional notification. Each negotiation session will involve setting the agenda, date, time, and location for the next negotiation.


 8.)

Once an article is tentatively agreed upon, it shall be initialed and dated by a spokesperson from each team. No changes to the contract shall be recognized unless documented by a signed tentative agreement. Language that has been TA'd may be reopened by mutual written consent of both parties.


9.) 

The parties agree that when a complete Tentative Agreement is reached it shall be submitted to the FPA membership for ratification. The district and FPA bargaining teams and individual members of each team agree to fully support the ratification of any tentative agreement. Upon receipt of the ratified agreement, the agreement will be submitted to the School Board at its regular meeting for consideration and action.


10.) 

The public may attend negotiating sessions except during team caucuses, during mediation sessions, or during arbitration hearings.


11.) 

Ground rules may be changed if mutually agreed to in writing.


12.) 

All media statements regarding negotiations shall be done jointly.



Dave Dershin, FPA Chief Spokesperson

12-14-18
Date



Ivory McDaniel, FNSBSD Chief Spokesperson

Dec. 14, 2018
Date