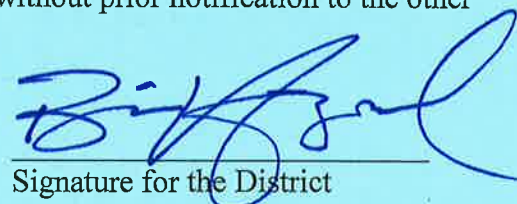


Ground Rules for Contract Negotiations

1. Bargaining representatives will be recognized as equals during negotiations.
2. Bargaining representatives will attend all bargaining sessions as they are a high priority.
3. Bargaining Representatives will treat each other with respect and professional courtesy.
4. All messages or communications concerning bargaining will be directed to the chairs of each bargaining team.
5. Either bargaining team may caucus when it feels necessary to do so. The bargaining team requesting the caucus will remain the room while the other bargaining team will depart to an established caucus area.
6. Labor bargaining representatives will not lose pay if negotiations occur during the bargaining representative's regularly scheduled work hours.
7. Scheduled bargaining shall start on time at the mutually agreed to time.
8. Each bargaining team may invite guest speakers to attend the negotiations but must give reasonable advance notice.
9. All bargaining proposals must be introduced by the second bargaining session (OSEA proposals on blue paper, District proposals on green paper).
10. Bargaining proposals shall be presented in writing.
11. Tentative Agreements will be signed and dated by chair persons of each negotiation team and will become effective upon completion of the ratification process.
12. Media will not be contacted without prior notification to the other bargaining team.


Signature for the Union


Signature for the District