

GROUND RULES FOR NEGOTIATIONS

2025 SUCCESSOR CONTRACT

The Faculty Association and the District agree to the following ground rules for the purpose of conducting negotiations for the 2025 successor collective bargaining agreement:

1. Negotiations will be scheduled with the mutual agreement of both Negotiating Teams beginning with the first negotiation session on Thursday, July 3, 2025.
2. If either party needs to cancel a negotiation session, it will provide 24-hour notice to the other party.
3. If needed, the Human Resources Office will be responsible for the scheduling of a meeting room.
4. The absence of a negotiation team member from either the District's or the Association's team will not prompt a cancellation of a bargaining session unless fewer than two members on each side will only be available and/or if either party's chief negotiator is not available.
5. Either party may, with the minimum 24 hours advance notice, bring supporting persons to the table as long as their expertise is relevant to the issues under discussion.
6. The parties will come to each negotiation session prepared to discuss specific issues. An agenda will be shared by the party making a proposal at least 24 hours before the meeting. If a party is not prepared to discuss an issue placed on the agenda, the other party will not be required to present its discussion of the issue.
7. Each party may request the other party to present a written proposal on an item in discussion.
8. The parties will exchange proposals electronically using Google Drive.
9. Each party has the right to caucus at any time during a negotiation session. The party that calls the caucus shall provide an estimate of the length of time involved for the caucus.
10. Any tentative agreement shall be reduced to writing and signed by a representative of each party.
11. The parties agree that all table discussions are confidential. However, the parties agree that the District's Negotiating Team shall be able to communicate with the Board of Trustees and that the Faculty Association's Negotiating Team shall be able to communicate with the Faculty Association's Negotiating Council.

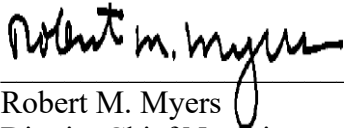
12. The Faculty Association and the District reserve the right to communicate with their constituents through customary communications channels concerning written proposals and the parties' analysis of them.

13. The parties agree that is in the interest of the parties to ensure that all negotiation sessions are conducted with a tone of civility and professionalism. It is further agreed that the parties will treat each other with mutual respect.

Dated: July 3, 2025



Matthew Hotsinpillar
Faculty Association Chief Negotiator



Robert M. Myers
District Chief Negotiator