

**CERTIFIED EMPLOYEES RIGHTS AND PRIVILEGES:
NEGOTIATIONS**

DC

The Board recognizes the North Summit Education Association as the representative of the teachers for purposes of negotiating terms and conditions of employment. The board reserves the right to bargain with other associations or other individual teachers.

The Board, or designated representatives of the board, shall meet with representatives designated by the association for the purpose of establishing procedures for negotiating and reaching mutually satisfactory agreements.

Negotiations will be conducted at times and places mutually agreeable to the negotiators named by each party.

The negotiation teams will meet in closed sessions, unless otherwise agreed upon mutually in advance. All proposals must be channeled through the negotiation teams at the table. The teams will present relevant data, exchange points of view and make proposals and counterproposals. Either party may utilize outside services such as Association Uniserv personnel, business administrator, and or superintendent as resources to provide information on matters pertaining to negotiations.

To reach tentative agreement, all understandings must be reduced to writing, dated, and signed by both parties at the time tentative agreement is reached. All such agreements achieved in the process will remain tentative pending completion of an agreement on the entire package. The complete agreement shall become final upon ratification by the Board and the Association.