Southern Oregon ESD and Oregon School Employees Association

The following shall set forth the agreement reached between Southern Oregon ESD (District) and OSEA Chapter #104 (OSEA) related to the ground rules governing successor negotiations for the 2020-2022 Collective Bargaining Agreement.

- 1. The parties will exchange proposals and officially begin the 150-day bargaining process on April 25, 2022. Any article unopened by either party on the April 25, 2022 session will remain so unless mutually agreed otherwise.
- 2. The parties agree they will adopt the ESD Professional Communication and Conduct rubric as their guide for conduct during negotiations.
- 3. The parties shall provide proposals to each member of both teams and documents shall be stapled and three-holed punched.
- 4. The parties agree if caucuses exceed 30-minutes, the parties shall communicate with each other how much more time is necessary before reconvening.
- 5. The joint bargaining session will be audio-recorded and each side shall have a copy of the recording.
- 6. Each bargaining team shall take and maintain their own notes.
- All bargaining sessions will be open to the public unless mutually agreed upon
 otherwise. Bargaining sessions will be audio recorded and shall be available within one
 (1) business day after the session. Recordings will remain accessible for at least sixty
 (60) days from the last day of formal bargaining.
- 8. Agenda setting and/or action items will be assigned at the end of each session and the teams will have two meetings scheduled in advance.
- 9. Time at the end of each joint session will be dedicated to committee "check-out" when each member will be given the opportunity to share thoughts related to bargaining progress.
- 10. The parties shall communicate with stakeholders on their own.
- 11. The parties may add to or amend these ground rules by mutual agreement.
- 12. The parties agree that a bargaining team member may participate by Zoom or other remote access.

or the District Date

For OSEA

Date