Southern Oregon ESD
and
Southern Oregon Bargaining Council

The following shall set forth the agreement reached between the Southern Oregon ESD (District) and Southern Oregon Bargaining Council (SOBC) related to the ground rules governing the successor negotiations for the 2019-2022 Collective Bargaining Agreement.

1. ~~The parties will exchange proposals and officially begin the 150-day bargaining process on_____.~~ RJ SB

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-hole 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 sessions will be audio-recorded and each side shall have a copy of the recordings.

6. Each bargaining team shall take and maintain their own notes.

7. The joint sessions will be open to the public.

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.

	4-15-22		4-15-2022
For the District	Date	For the Association	Date