

## **2023-2025 Negotiations Process Agreement**

**Team Members:** Each party is responsible for determining who will sit on its bargaining team. In compliance with PELRA, neither party may restrain, coerce, or pressure the other party in regard to its selection of representatives who will meet and negotiate. The District does not agree to negotiations with individuals who have not been identified as team members.

### **Union Members:**

Mark Bullis, Lead Negotiator  
Molly Oscarson, Negotiator Secretary  
Karla Hormann, Negotiator  
Wendy Grundhofer, Negotiator  
Wayne Trapp, Negotiator  
David Aeling, Negotiation Mentor  
Roxanne Kuerschner, WEA President  
Drew Sodey, Negotiation Mentee  
Peter Brown, Negotiation Mentee

### **Management Members:**

Enid Schonewise, Lead Negotiator  
Lisa Olson, Negotiator Secretary  
Ra Chhoth, Negotiator  
Dana Geller, Negotiator  
Kelly Amott, Negotiator  
Mick Waldspurger, Negotiation Mentor

### **Agreed upon Norms: July 25, 2023**

#### **Negotiations Process**

- **Timelines and Goals:** Frequent meeting dates to continue positive momentum
- **Costing Models / State of the Schools:** To be presented by Ra during the June 27, 2023 meeting
- **First Proposal:** At the first meeting following the approval of the Process Agreement

**Invited Observers.** Either party may invite observers to attend a bargaining session after providing advance notice to the other party.

**Lead Spokesperson:** The District's lead spokesperson will be Enid Schonewise. The District's secondary spokesperson will be Ra Chhoth . The Union's lead spokesperson will be Mark Bullis and its secondary spokesperson will be Molly Oscarson. All communications related to negotiations will be directed to the lead spokesperson and copied to the secondary spokesperson.

**Communications:** Each team is responsible for communicating with its respective stakeholders as appropriate.

**Meeting Minutes:** Each team will take their own minutes and will email them to both teams within three business days after each meeting.

**Scheduling and Meeting Location:** The parties will attempt to schedule at least one meeting before ending the current meeting, unless a party has stated that it intends to file for mediation. Meetings will generally be held in Conference Room A at the District Offices. Any mediation meetings will take place at the Bureau of Mediation Services (BMS).

**Caucuses:** The parties will arrive at each bargaining session on time and prepared to bargain in good faith. Neither party may caucus at the start of a scheduled bargaining session, but either party may call for a caucus at any other time. The parties agree that caucuses are private and may not be attended by members of the public or by any representative of the other party. Each party will act in good faith to keep caucuses to a reasonable length of time and will inform the other party how long the caucus is expected to last. If a caucus will last longer than the expected amount of time, the party that called the caucus will inform the other party.

**Meeting Length:** Bargaining sessions will generally be limited to 2 hours in length, unless the parties mutually agree to extend a particular meeting because they are making progress on an issue.

**State of the Schools Report / Costing Models:** June 27, 2023 Meeting  
Both teams need to have an understanding of the models that are being used.

**Initial Proposals.** Union will present the first proposal. The district will respond at the following meeting. Responsive proposals will continue until a tentative agreement is reached. New language items after the 2nd proposal will only be presented if they relate to a new practice for the 23-24 school year. Additionally, once an issue has been dropped, the language item will not be revisited without agreement from both parties.

**Written Proposals:** All proposals will be in writing. Language proposals will follow the order of the contract (Articles, sections, etc.) and will use consistent and easily identifiable notations to show proposed additions and show proposed deletions. All proposals and counter-proposals will be dated. Each party is encouraged to provide a concise rationale for each proposal and response to each proposal, including all financial proposals. Each party will provide an electronic copy of its written proposal to the other party after it has been presented.

**Tentative Agreements and Ratification:** After both parties have tentatively agreed upon an issue, the teams will engage in some type of joint positive acknowledgement of movement in the same direction.

Once the parties reach a tentative agreement on the entire collective bargaining agreement (CBA), the members of each bargaining team will initial each page of the tentative agreement. At the last meeting the parties will review all changes to the CBA. All tentative agreements are contingent upon ratification of the entire contract. The Union's membership will vote on the tentatively agreed upon CBA first. The School Board will vote on the tentatively agreed upon CBA after the Union's membership has approved it.