



Wilton Public School District #1

**1. Negotiations Teams:**

- a. Board Team: Jessica Oswald and Misty Schafer
- b. Teacher Team: Carissa Axt and Heidi Quinn

- 2. **Superintendent and Business Manager Role:** Serve as resource people to both board and teacher teams.
- 3. **Meeting Dates, Notices and Location:** the first negotiations meeting will be held within 30 days of the board recognizing the representative organization, unless otherwise agreed to by the board and the representative organization.
- 4. **Length of Meetings:** Meetings will be scheduled for 1 hour with option to extend 30 minutes, unless both parties agree to go beyond this time limit.
- 5. **Meeting Dates:** In agreement from both parties.
- 6. **Completion Deadline:** The parties should also agree on a deadline by which negotiations must be completed. If the parties do not reach agreement by June 30, an impasse exists.
- 7. **Caucus:** The board negotiations committee and teachers' representatives have a right to caucus, outside of each other's presence. The board or an authorized subcommittee of the board may hold an executive session under section 15.1-16-22 to discuss negotiating strategies. Caucus is included in the allocated time.
- 8. **Minutes:** The board negotiations committee or business manager shall prepare minutes of the negotiations meeting by next meeting subject to both teams' approval before they become official.
- 9. **Deadline for Proposals:** All proposals must be exchanged in writing.
- 10. **Negotiating and Agreeing to Proposals:** Such agreements are only tentative until negotiations are complete and the entire agreement is ratified by both sides or until the Board issues unilateral contracts.
- 11. **Tabled Items:** Parties will make a good faith effort to reach agreement on tabled items. If agreement cannot be reached, parties agree to initiate the proceedings for impasse.
- 12. **Ratification:** Both parties have until the next board meeting with negotiations on the agenda.

These ground rules are agreed to by both teams on 3/29/2021

School Board: \_\_\_\_\_

Teachers' Education Association: \_\_\_\_\_