

Colchester School Board & Colchester Education Association



Agreement for Negotiations

January 10, 2017

Negotiation Goals


1. Recognize the Colchester School District Vision and Strategic Plan and its pathways as a guide to decision making.
2. Provide students with rigorous educational programs and teachers who have highly proficient instructional skills that address our current and future learning needs.
3. Provide professional development programs for teachers so that they may implement strategies that address the needs of all students.
4. Recognize highly skilled teachers with competitive salaries and benefits that reflect the community's ability to fund them.
5. Conduct the negotiations process in a professional and respectful manner.
6. Build trust and transparency with the Colchester community.
7. Achieve a multiyear agreement that makes Colchester School District an even better school district than it already is for students, teachers, support staff, administrators, and the community as a whole.

Ground Rules for Negotiations

1. All members attending meetings shall be respectful to the other party regardless of their position on topics.
2. Once a tentative agreement has been reached, each side (lead negotiators) will sign a written copy of the agreed-upon language, which is subject to final agreement.
3. Each meeting or topic shall have a lead negotiator (no open discussion with all members speaking unless agreed upon).
4. Regular meetings will be scheduled in order to maintain consistency in the negotiations process. Each party will be prompt and prepared to bargain at the beginning of each meeting. Meetings will be scheduled for two hours. The parties may shorten or lengthen a session by mutual agreement.
5. At the end of each session, the parties will set the agenda for the next meeting and confirm the date, time, and location as well as to determine what items will be addressed in open or executive session.
6. Exchange of initial proposals shall be simultaneous (target date: January 10).
7. No new proposals shall be introduced by either side once the initial proposals are exchanged unless mutually agreed upon by both sides.
8. Each side will provide valid evidence supporting its position on a topic or claims when possible.
9. Each side may use consultants in bargaining sessions as deemed necessary with one-week prior notice provided in writing.

10. Should the composition of either bargaining team change during the course of negotiation, all prior tentative agreements shall remain in force.
11. Each side may hold a caucus at any time to discuss issues as necessary and provide the other party with an estimated amount of time.
12. Meetings will be held in open session in an area that allows the public to access the meeting. The public may provide comments during "Citizens' Comments" only. Comments shall be limited to two minutes each and fifteen minutes overall. When necessary, a sign-up sheet may be provided. No citizen participation will be allowed once the negotiation process begins. To enter Executive Session, two-thirds of the board members and two-thirds of the CEA members need to be in agreement. Either side may exit executive session at any time.
13. Before releasing any statement to the public, each party will provide at least forty-eight hours of notice and a copy of the statement to the other party.
14. Meeting minutes will be public information and will be provided in both electronic and paper form.
15. E-mail will be considered an acceptable form of correspondence and serve as written notice.

Board Members:



CEA Members:



1/10/2017

(Date)