

NEGOTIATION STANDARDS

2025-2026

- Legal
- Affordable
- Practical
- Manageable
- Fiscally Sound
- Ethical
- Measureable
- Does contract language apply to all certified staff?
- Is there value added to the District?
- Is it in the best interest of students?
- Equitable

Superintendent's Signature

Date

MCEA President

Date

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 2025-2026

1. All meetings will be held at a mutually agreed upon location, date, and time. An extension of ½ hour can be granted if both parties agree.
2. All meetings are open to the public.
3. Cell phone etiquette will be observed at all times, by both teams and the audience. Cell phones need to be off, silent or on vibrate. If a call needs to be taken, member will step outside.
4. Only (eight) (ten) team members will be at the table at a time, (four) (five) from each constituent group.
5. Budget requests by the MCEA will be given one week (5 work days) notice before the next scheduled negotiations meeting.
6. Either team may call a caucus at any time. Both parties must agree to length of caucus. If more time is needed, a request can be made. Both parties must agree to the extended time.
7. Every idea is a good idea. Members will not rush to judgment, they will assume positive intentions, and will confirm what they hear before stating disagreement. Focus will be on the issue not the person.
8. Standards will be followed by both parties when making any decisions or proposals.
9. Members of the bargaining team will be punctual. Negotiations will start promptly at the pre-determined time. If a team does not have their (four) (five) members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team.
10. Any public release of information will be a joint release. Both parties must approve the release before it is sent out. Negotiation specifics will not be discussed by team members with members of the other constituent groups. Team members may communicate with their constituent group.
11. Everyone at the table is equal in this process. It is a safe environment with no rank in the room.
12. Members of both teams will sit alternately, so a MCSD member will be sitting next to a MCEA member. This arrangement will generally happen, unless some members are absent.
13. Decisions will be made by consensus, typically using thumbs up for agreement, sideways for 'live with it', and thumbs down for disagreement.
14. Respect will be given to the person speaking. Only one person speaks at a time. The person speaking will not be interrupted!
15. Outside information sources must be approved by the team. Information by non-table presenters must be approved by the team.

Superintendent's Signature

Date

MCEA President

Date