

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 201~~76~~-201~~87~~

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 ten team members will be at the table at a time, including 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 5 members when negotiations begin, they may appoint a substitute. The substitute must be on the list of bargaining members for that team.
10. Any press release will be a joint release. Both parties must approve the release before it is sent out. This does not include emails to constituents.
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.
16. Minutes will be taken at each proceeding by MCSD. Audio recording may be taken by either party.
17. Caucuses are closed except by invitation of the constituency group.

Superintendent's Signature

Date

MCEA President

Date

Minidoka County School District (MCSD)
Minidoka County Education Association (MCEA)
Ground Rules Agreement
NEGOTIATIONS 2016-2017

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18. The MCSD will not contact members of MCEA's bargaining unit during negotiations concerning anything that is pertinent to negotiations. Either party will not post anything involving insurance, salary, etc. on the website or any other means of communication. However, the district can still communicate about district business that does not affect negotiations.
19. Negotiations is a public meeting and if people want information they are welcome to attend but we will not publish proposals of any nature until ratification.
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