

ARTICLE III

NEGOTIATIONS SCOPE AND PROCEDURES

A. Scope of Negotiations

Those matters which are negotiable are salaries, hours, and other matters of economic welfare; grievance procedures; professional growth; and other matters mutually agreed upon which directly affect the quality of professional service.

The obligation of both parties to negotiate in good faith over the foregoing matters shall not be construed to compel either party to agree to a proposal or require the making of a concession.

B. Negotiation Procedures

1. **Negotiating Teams.** The Board and the Association each agree to negotiate in good faith with the designated representatives of the other party. No more than eight (8) representatives may be on either party's negotiating team. Within reason and where continuity of negotiations is maintained, replacement of team members may be made by either party. All negotiations shall be conducted exclusively between said teams. The expense of consultants shall be borne by the team requesting them.
2. **Meeting Procedure.** Unless the Board and Association have mutually agreed to an earlier bargaining commencement date, the first meeting of each negotiating year shall be held during the first week of April. Succeeding meetings will be held as required and on mutually agreeable dates, at least each month, until agreement has been reached. Meetings shall not exceed two and one-half (2 ½) hours duration unless extended by mutual consent. Each team will provide all reasonable information upon request.

As the first order of business, the negotiation teams shall develop and adopt an agenda listing those issues to be negotiated. After adoption of said agenda, no issue shall be added to the agenda without mutual consent of both negotiating teams.

3. **Progress Reports.** General progress reports may be issued during negotiations to the Association or Board. Public releases must have prior mutual consent until August 1. After August 1, public releases or statements may be made without mutual consent provided the other party is given 48 hours' advance notice. Subsequent releases or statements do not require either party to provide notice to the other party.

4. **Mediation.** If following good faith negotiations there is no reasonable expectation of reaching an agreement, either party may request in writing that the parties mutually agree to the appointment of a mediator by the Federal Mediation and Conciliation Service (FMCS). The mediator appointed by the FMCS shall not make public any recommendations without the express written consent of both parties. In addition, the parties shall adhere to the impasse procedures promulgated by the Illinois Educational Labor Relations Board (IELRB).
5. **Completion of Negotiations.** Upon the completion of negotiations between the respective negotiations teams, the Agreement shall be reduced to writing and shall be submitted first to the members of the Association and then to the Board for ratification.