

## **ARTICLE 4. NEGOTIATION PROCEDURES**

### **Section 4.1: TIMING OF NEGOTIATIONS**

Not later than the second Tuesday during the month of March of the year in which this Agreement expires, the Association shall submit its proposal for a successor agreement to the District.

Not later than the third Tuesday during the month of April of the year in which this Agreement expires, the District shall submit its initial proposals to the Association.

It is the intent of the Association and the District to commence negotiations no later than the first Tuesday of the month of May.

### **Section 4.2: CONSULTANTS**

The Association and the District may use the services of outside consultants to assist in negotiations.

### **Section 4.3: SCHEDULING BARGAINING SESSIONS**

Negotiations shall take place at mutually agreeable times and places.

### **Section 4.4: RELEASED TIME FOR NEGOTIATIONS**

The Association may designate seven (7) representatives who will be empowered to negotiate with the District. Additional numbers of representatives may be mutually agreed upon by the Parties. When negotiations with the District are scheduled during working hours, association representatives will be released from work without loss of pay.

### **Section 4.5: AUTHORITY TO BARGAIN**

The Association and the District agree to confer on their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.

### **Section 4.6: TENTATIVE AGREEMENTS**

During negotiations, when tentative agreement is reached on an item, it will be reduced to writing and signed by the Parties. Tentative agreements may be withdrawn by either Party at any time until a total agreement is reached. All tentative agreements are subject to ratification by the Association and adoption by the District.