

WH
enga
of the
effec
WH
board
agen
agree
or the
WH
Code
of ex
labor
barga
WH
restr
fund
WH
auth
NOV
barga
incon

SEC

The 1
A

3. Ad
who are re
Departmen
authority to
employees
Definitions of the
and for no other p

B. "Busin
open. F
of info
deadlin
office i
the nex

C. "Conf
employ

a. Ha
informatio
bargaining

b. Ass
determine,

c. Inc

i.

ii.

iii.

iv.

v.

vi.

vii.

viii

ix.

D

E

F

G

H

I

J

K

L

SECT

The te
A.
its rep
unit to

as eac
resolv
discip
agree
Schoc
preem

B. “Wa
compensati
applicable),

C. “Bei
jury duty le
dental insur
other benefi
matters con
regulation, 1
safety and s
Workers Cc

D. “Tei
working coi
and manage
is not limite
of Employn
impact on tl

E. “Sch
exclusive ri

1.

2.

3.

4.

5.

6.

7.

8.

9.

SECTIO

A.
Employ

B.
No prov
diminis
the sch
limited

SECTIO

A.
for a ba
for the l
of all su
without
with an
Exclusi

B.
grievan
Associa
Employ

C.
opportu
any grie
interpre
Represe
Relatio
the Excl

**SECTIO
REPRE**

A.

The School
Employees
Association
has voted in
favor of any
other information
property
School Employees
Association
follows:

1
f
d
A
(
b
a
o
t
f
T
g
t
E
2
I
e
s
b
S
3
o
v
i
u
t
E
S
n
t
i
n
4
a
p

electi
input

B. Dec

Decertificati
the School B
Representati

1. barg
Asso
2. app
hund
existi
3. Relat
inclu
the E
curre
Empl
Empl
Costs
Empl
4. inclu
whetl
decer
5. and p
party
electi
input

SECTION 6

A. The I
bargaining u
scale.

B. The I
designate an
negotiations.

C. The c
Exclusive Re
to the Exclus
Exclusive Re
for dues and

of
ar
se
E
ch
ar
th
sh
m
B
at
D
E
th

SI
Pl
A
re
R
be
er
ne
pr
de
B
sta

collective bargaining
writing by an Excl
Director of Labor Re
or witnesses during a
their employment du
and places that will r
the Employee's job d
The following topics
establish collective b
(a) For the fiscal
with regard to wages
defined in Section 2,
(b) The first com
(1) year term for the
terms for the Suppor
the Licensed Personi
three (3) year term c
wages, benefits, and
except with respect t
The Director of Labo
and procedures for c
provisions set forth I
third party for Media
The Parties shall fir
informally by discus
Employer and the Ex
labor-management d
Director of Labor Re
The costs related to c
borne equally by the
The mediation proce
to bind either party.
The mediation proce
Mediator or the Parti
during the mediation
by agreement of the
If the Parties mutuall
others, those matters
School Board approv
mutual agreement, th
but not limited to, the
bargaining agreemen
Nothing in this secti
Representative from
reaching an agreeme

11. The
whe
date

SECTION 8: COI

- A. Any collect
Exclusive Represer
local governing bo
- B. If the Scho
discretion, are suffi
agreement, the part
agreement, leaving
- C. Nothing in
School Board's aut
- D. Upon expira
effect until superse
- E. In the event
state, or local law c

SECTION 9. PRO

- A. The Employ
 - 1. Inter
this
 - 2. Inter
 - 3. Endc
or la
othe
 - 4. Disc
form
Assc
 - 5. Disc
parti
petit
 - 6. Refu
 - 7. Repr
 - 8. Refu
set fo
 - 8. Opp
that
barg
- B. The Exclusi
 - 1. Inter
Assc
certif

- 2.
- 3.
- 4.

C. STRIK

- 1.

- 2.

- 3.

- 4.

D. An Emp collecti
Relation
reasona
of the e
any resc
stateme
state co
limits sl
waived.

E. If the E
Resolut
includin
third pa
Relation
conside
within 9

F. If
of
ag

SECTION

Any time
Employee
Failure of
Resolutio
matter.

SECTION

Any Notic
thereof shi
addressed
Refusal of
Prescribed
demonstr
at any tim

SECTION

If any pro
invalid, ill
shall not a
such inval
but only t