

June 17, 2005

**GROUND RULES FOR NEGOTIATIONS
Between the
RIDGE BOARD OF EDUCATION
and
RIDGE EDUCATION ASSOCIATION
2006 -2009**

1. Meetings will be scheduled as follows: Session I, Session II, Session III, and Session IV.
2. Sessions will be a maximum of an hour unless agreed upon by both parties.
3. Breaks between sessions will be a maximum of 30 minutes unless agreed upon by both parties.
4. A caucus may be called at any time by a member of either group. A caucus shall be limited to thirty (30) minutes unless the parties mutually agree to a longer period.
5. Negotiations shall be confidential, and negotiations sessions shall be limited to the negotiations teams of the parties, including representative of the fiscal authority, and such consultants whose presence may be required by either party. During the negotiations process (up to and including arbitration, if any), neither party shall publicly disclose the substance of the negotiations without the prior notice of the other party.
6. Tentative agreements shall be dated and initialed, and shall be binding (except for clarification in language) pending ratification of the entire agreement. Should these negotiations be submitted to arbitration, signed tentative agreements shall be "off-the-table," and shall be included in the Agreed Language submitted to the arbitration panel.
7. Both parties shall be prepared to start the session at the agreed upon time.
8. The parties agree to mutual exchange of proposals at the session following agreement on these ground rules. A proposal recommending the duration of the contract will be submitted during session 2.
9. At the session following the proposal exchange (session 3) either party may submit new proposals. Thereafter, neither party shall submit any new proposals (except for counterproposals).

RIDGE BOARD OF EDUCATION RIDGE EDUCATION ASSOCIATION

By:_____ By:_____