

**Article II**  
**NEGOTIATIONS**

2.01 When by mutual consent matters not specifically covered by this Contract, but of concern to the parties, are subject to negotiations during the period of this Contract, the parties agree to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information, and otherwise constructively considering an attempt to resolve any such matters.

2.02 Consultations and Communications.

A. Representatives of the parties will meet upon the written request of either party during the term of the Contract at a time convenient to both parties for the purpose of reviewing the administration of this Contract and to resolve problems that may arise. These meetings are not intended to bypass the negotiations or grievance procedures.

1. The LCTA President and the Superintendent shall meet regularly to discuss matters of mutual interest.

2. The LCTA President and the Director of Labor and Employee Relations shall meet regularly to confer on matters related to the administration of this Contract.

3. Associate superintendents, assistant superintendents and other appropriate members of the District's administrative leadership shall meet with the LCTA President as necessary to address issues related to the administration of this Contract or issues related to educational programs that may have an impact on the terms and conditions of employment of employees.

B. The Superintendent, Board, and the LCTA agree to coordinate, to the extent feasible, their support for legislation that improves the quality and funding of public education in Leon County and the State.

2.03 In any negotiations described in this Contract, neither party shall have any control over the selection of the negotiating representatives of the other party. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and by a majority of the employees in the bargaining unit voting on the Contract. Both the parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, make concessions, and execute agreements.

2.04 The Board and the LCTA agree to maintain a philosophy of "collaborative" contract negotiations. These negotiations shall include the following:

A. The formation of a Joint Negotiations Team comprised of the appointed representatives of the Board and LCTA. The Joint Negotiations Team negotiation sessions shall include Board and LCTA representatives who serve as Chief Negotiators/Facilitators.

B. Open discussions of all issues brought forth by either party as subjects of negotiation.

C. Recommendations (that may be provided by committee and work teams representing the District and LCTA) for consideration by the entire Joint Negotiations Team to aid language development and problem solving.

D. Tentative agreement language to be presented for ratification will be the final work product of the Joint Negotiations Team. The Board and LCTA will each retain an original copy of the signed tentative agreement language.

The Board and LCTA recommend the participation of the Superintendent in all joint meetings and discussions.

2.05 All proposals and counterproposals introduced by either party with the intent to amend the Contract shall be reduced to writing.

- 2.06 Any cost incurred through mediation or fact-finding will be shared equally by the Board and the LCTA, except as provided otherwise by PERC order.
- 2.07 Primary access to this Contract shall be through an electronic version that shall be available on the District and Association websites; the District and Association shall verify all ratified modifications; a limited number of copies shall be printed at the expense of the Board within 60-30 calendar days after ratification for new employees and for administrative purposes. The Board shall furnish 100 copies per school calendar year to the Association LCTA for its use.