

TA  
DND 5/6/19  
RM 5/6/19

ESP Negotiation Session #7, Management Proposal #3, 05/06/19

All Management proposals, including any future proposals, are package proposals.

Agreed upon on 01/18/19

### ARTICLE 3 Procedure for Future Negotiations

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E. **Labor-Management Meetings:** ~~At the written request by representatives of the Board and the BTU-ESP a meeting will be held during the regular school year at a time convenient to both parties for the purpose of reviewing the administration of this Agreement and to resolve problems that may arise therefrom.~~

~~These meetings are not intended for the purpose of negotiations or to bypass the grievance procedure. Further, each party will submit to the other, at least twenty four (24) hours prior to the meetings, an agenda covering what it wishes to discuss. Such meetings may be cancelled by mutual consent.~~

Upon mutual agreement, three (3) representatives of the Administration and three (3) representatives of the [Union] will meet during the regular school year on an as-needed basis at times convenient to both parties for the purpose of reviewing the administration of the Agreement and to resolve matters of mutual concern.

The parties agree that each may invite subject matter experts ("SMEs") to the meeting, as needed, to address agenda items. The identity of any SMEs to appear at a Labor Management meeting will be shared at least forty-eight (48) hours before the meeting. Unless mutually agreed upon, the Labor Management meeting will not be scheduled for more than one and one-half (1½) hours. The parties agree that these meetings are intended to discuss matters of common interest. These meetings are not intended for the purpose of collective bargaining or to discuss matters of active grievances, pending arbitrations or disciplinary actions.

Each party will submit to the other at least seventy-two (72) hours prior to the meeting, an agenda covering what it wishes to discuss. Agenda items must be mutually agreed upon at least forty-eight (48) hours prior to the meeting. The parties will alternate the location of the Labor Management meetings.

The Chairperson will jointly rotate between the Administration and the Union. The Chairperson will be responsible for conducting the meeting and distributing the agenda. Summaries of action plans will be shared between both parties.