



Ground Rules

- The initial proposal exchange shall be by mutual exchange-that is, the parties shall hand their initial proposal to the other party simultaneously.
- No new issues shall be introduced after the second meeting. This does not include counter proposals to existing proposals unless mutual agreed upon.
- Each contract article shall be signed and dated by the chief negotiators of both sides as it is agreed to, subject to final ratification of the contract.
- Each session will be two hours long. The parties may shorten or lengthen any session by mutual agreement.
- All meetings will occur in executive session.
- Each side shall have caucus rights.
- Each side may use consultants at the table as they deem it necessary.
- Both parties will come to bargaining sessions prepared and ready to begin at the designated time.
- There shall be no press releases by either party unless or until impasse has been declared.
- It is understood by both parties that, should the composition of the bargaining team (s) change during the course of negotiations, all items tentatively agreed to (signed and dated) shall remain agreed to.
- The time, date and agenda of future meetings will be set at the end of each bargaining session.



BMEA Chief Negotiator



Date



BMU School Board of Directors Chair



Date