

## ARTICLE II: NEGOTIATION PROCEDURES [New Language in BOLD]

1. In or about two (2) months prior to the expiration of this contract, and after compliance with Section 3547 of the Government Code, the parties shall meet and negotiate in a good faith effort to reach agreement on negotiable items.
2. Negotiations shall take place at mutually agreeable times and places. Negotiation sessions shall be held alternately between the Selma Unified School District and the California Teachers Association office.
3. The Association shall designate five (5) representatives who shall receive a reasonable amount of release time without loss of compensation to attend negotiation sessions. Negotiations sessions shall be scheduled alternately between release time and non-duty time.
4. Either party may discharge their respective duties by means of authorized officers, individual representatives or committees.
5. Either party may utilize the services of outside consultants to assist in the negotiations.
6. **Both parties agree that they shall arrive at negotiations prepared and ready to proceed.**
7. **A caucus may be called by either spokesperson as needed and the respective spokesperson shall provide an estimate of the length of time the team will need for the caucus. In the event that a caucus is likely to exceed the spokesperson's initial estimate, he/she shall notify the other team and either provide a new estimate of the additional caucus time needed or check back with the other team on periodic basis.**
8. **At end of each negotiation session, the parties will set the next two negotiations dates, establish the agenda for the next session, and assign any tasks necessary for preparation for the next session to the appropriate team.**
9. **All tentative agreements reached between the parties shall be in writing, signed or initialed by the parties, and are to be supported by the teams upon presentation to their respective constituencies and shall not become effective until formal ratification.**
10. Within thirty (30) days of ratification of a contract, copies of that contract shall be distributed to each unit member.