

GROUND RULES FOR NEGOTIATIONS

Between the

DARIEN BOARD OF EDUCATION

And

DARIEN EDUCATION ASSOCIATION

1. Meetings will be scheduled by mutual consent
2. Negotiations shall be held confidential, and negotiations sessions shall be limited to the negotiations team of the parties, including a 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 publically disclose the substance of the negotiations without the prior notice of the other party.
3. Tentative agreements shall be dated and initialed, and shall be binding 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.
4. At the end of each session, an agenda for the subsequent negotiations meetings will be established.
5. 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 agreed to a longer period.
6. Both parties shall be prepared to start the session at the agreed upon time.
7. The parties agree to a mutual exchange of proposals at the meeting following agreement on these ground rules.
8. At the meeting following the proposal exchange, either party may submit new proposals. Thereafter, neither party shall submit any new proposals (except for counterproposals).
9. Any necessary changes of the agreed upon dates and times should be rescheduled ahead of time.

