

**TEA/TUSD
NEGOTIATIONS
Ground Rules
2024-25**

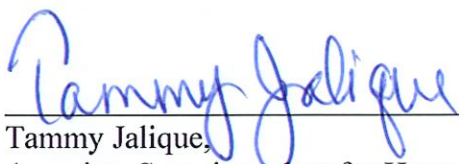
**Agreed to October 30, 2024
Amended December 13, 2024.**

1. Pursuant to the EERA, the parties shall bargain in good faith, per Government Code Section 3540.1 (h)
2. For the negotiations related to Salaries (Article XIII) and Fringe Benefits (Article XIV), the teams agree to utilize positional bargaining. For all other open articles, an interest style bargaining process shall be utilized. AMENDED December 13, 2024: All negotiations shall utilize positional bargaining.
3. Begin and end on agreed-upon time. The parties shall be released during the work day for negotiations pursuant to the EERA. Pursuant to Article XL, Duration of and Procedure for Modifying this Agreement in the Master Agreement, "Negotiations shall take place at mutually agreed times and places. For the duration of this contract, negotiations shall normally take place 9:00 am to 4:00 pm."
4. Order of articles to be negotiated:
 - a) The party to choose which Article to be negotiated first will be decided by the flip of a coin. The party winning the coin toss will have the option to identify the article to be negotiated.
 - b) After the party who chooses the first article to be negotiated is determined, the choice of what article will be discussed next will revert to the other party, then back to the first party, then second party, and so forth.
 - c) Parties may choose from any open article regardless of which party sunshined the article.
 - d) A party may forfeit its turn to choose if mutually agreed upon. The other party will have that choice, and the one following.
5. If a caucus will be longer than 30 minutes, a member of the caucusing party will notify the other team and provide an estimate of additional time needed.
6. Be prepared to reach a Tentative Agreement.
7. At the end of each session, discuss future topics/articles for the following session.

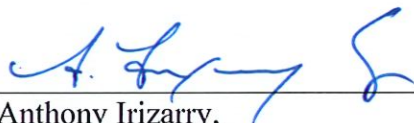
8. In preparation for negotiation sessions, each party will notify the other party of the article it intends to negotiate next.
9. Both sides will discuss what information (if any) will be needed and establish a reasonable timeline to deliver, provided the timeline is compliant with the EERA.
10. All cell phones to be put on silent or turned off.

Both parties acknowledge this agreement must be ratified by TEA.

Agreed to as amended this 13th day of December, 2024 , in Tracy California.



Tammy Jalique,
Associate Superintendent for Human Resources



Anthony Irizarry,
TEA President & Negotiations Chair