

## ARTICLE XVII: COMMITTEES

### VOCATIONAL COMMITTEE:

The Board of Education and the Collinsville Education Association shall continue a joint committee for the purpose of studying the concerns facing the future of the Area Vocational Center. This committee shall consist of Board/Administrative representatives and members of the Collinsville Education Association. This committee shall also include high school and vocational school administrators who are involved with the Center's program.

### SPECIAL EDUCATION CONCERNS:

The Board and Association agree to form a committee composed of an equal number of Board/Administration representatives and an equal number of Association representatives. Association members of the committee shall be from within the Special Education Department and/or regular education teachers involved in co-teaching or REI programs. The Director of Special Education shall be an administrative appointee to the committee and shall serve as chairperson. The Association shall appoint a vice-chairperson from their members on the committee.

This committee will address items of concern within the Special Education Department which are procedural in nature and best clarified within the Special Education Department.

The committee shall meet as needed or quarterly but no less than one time each quarter during each school year. Subject matter to be discussed shall be submitted in advance of the meeting for a pre-established agenda. Subjects on the pre-agenda shall be alternately listed between those submitted by the CEA and the administration. The chairperson and vice-chairperson shall meet prior to all meetings to mutually establish the agenda.

### BOARD LIAISON BUDGET COMMITTEE:

The Collinsville Education Association shall select a member to serve as a liaison to the Board of Education, through the Director of Business Affairs, regarding budgetary matters. This liaison shall be allowed reasonable access to the Director of Business Affairs to discuss and offer input on financial decisions of the District and develop a consistent understanding of Unit 10's finances for the Collinsville Education Association.

## ARTICLE XVIII: TERMINATION AND NEGOTIATIONS PROCEDURES

- Section 1.** The parties agree that their duly designated representatives shall negotiate in good faith with respect to terms and conditions of employment.
- Section 2.** Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, conditions of employment, grievance procedures, and other matters of mutual concern.
- Section 3.** Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the Association for ratification.
- Section 4.** Each party to negotiations shall select its negotiating representatives provided that the Board shall not select a member of the Association bargaining unit.

**Article XVIII: Termination and Negotiations Procedure (cont'd.)**

- Section 5.** Negotiations shall begin no later than May 1 of each year unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- Section 6.** Each negotiations committee shall designate a member who shall serve as exclusive spokesperson for the respective committee except as they may call on other committee members or advisors for specific comment. No members of other Unit #10 bargaining groups shall be present unless mutually agreed upon.
- Section 7.** The public shall not be invited to the negotiation sessions.
- Section 8.** Unless otherwise agreed, each committee shall be wholly and completely free to communicate any and all aspects of the negotiations process to both their respective groups and to the public. All press items shall be released through official channels to be designated each year at the start of negotiations.
- Section 9.** The Superintendent and the central administrative staff shall serve as resource consultants and shall furnish copies of the tentative budget, monthly expenditures, and copies of the proposed amendments and additions to the administrative and Board Policies affecting employees, and such other readily available and pertinent information as the Association may request. Requests to the Superintendent shall be made to the Board and the Superintendent and requests to the Association shall be made to the President.
- Section 10.** Each party will keep its own records of negotiation meetings. Both parties shall be allowed to utilize a tape recorder.
- Section 11.** During negotiations, agreed upon items shall be reduced to writing and signed prior to the adjournment of the meeting at which agreement was reached.
- Section 12.** An impasse date will be determined by both parties at the start of negotiations each year. Either party may declare to the other in writing that an impasse exists, and the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or separately, and shall take such steps as the mediator deems appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement.
- Section 13.** The costs for the mediator shall be equally shared by the Board and the Association.
- Section 14.** This Agreement shall be subject to change or supplement at any time by mutual consent of the parties. Any such change or supplemental agreement shall be reduced to writing, signed by the parties and submitted to the Board and Association for approval.
- Section 15.** The Board shall not issue individual teacher contracts or employment agreements before a negotiated agreement has been reached between the Board and the Association. The Board may issue individual contracts to newly employed teachers.

**Article XVIII: Termination and Negotiations Procedure (cont'd.)**

**Section 16.** When the Association and Board reach tentative agreement on all matters being negotiated, the agreed upon items shall be submitted to the membership of the Association for ratification and to the Board for official approval.

**ARTICLE XIX: EFFECT OF AGREEMENT**

**Section 1.** Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted article, section or clause.

**Section 2.** The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

**Section 3.** The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

**Section 4.** The Association agrees not to strike during the duration of this Agreement.

**Section 5.** This contract becomes effective on the first day of the 2019-20 school year and remains in effect until the first day of the 2022-23 school year.

This Agreement is signed and adopted this 19<sup>th</sup> day of August, 2019 and effective August 13, 2019.

(All references within the collective bargaining agreement shall reflect a three year agreement (2019-20, 2020-21, and 2021-22).

In witness thereof:

For the Collinsville Education Association

For the Board of Education  
Collinsville Unit #10 School District

Stacey Lauenstein  
CEA Co-President

Jay A. Percola  
CCUSD No. 10 President

[Signature]  
CEA Co-President

Jane Soehlke  
CCUSD No. 10 Secretary

[Signature]  
CEA Secretary