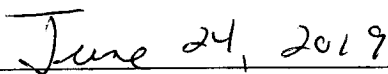


GROUND RULES FOR NEGOTIATIONS
SRP Bargaining Unit

1. Negotiations shall be conducted at a location mutually agreed to by the chief negotiators.
2. Future negotiation sessions will be scheduled by mutual consent of the chief negotiators.
3. The negotiation sessions will continue until the agenda is exhausted or the adjournment time has been reached unless both chief negotiators agree to an extension.
4. All communications or correspondence concerning change of meeting dates or times or any other mechanical necessity will be the responsibility of the two chief negotiators.
5. All bargaining team members will be furnished copies of any proposals or counter proposals distributed at the table.
6. All tentative agreements will be reduced to writing, initialed, and dated by the chief negotiator for each side at the meeting at which tentative agreement is reached, and an initialed copy will be provided to each bargaining team. Only proposals that have been initialed by the chief negotiators for both sides shall be presented to the bargaining unit members or to the School Board as being agreed upon. Initialed provisions are subject to change by the chief negotiators only by mutual agreement.
7. All tentative agreements on given items are contingent upon overall agreement being reached by the parties. No tentative agreement on any item shall be considered effective or binding on either party until an overall agreement is reached and ratified by both parties.
8. Should either party fail to ratify the entire Agreement, then only those issues previously subjects of bargaining between the two parties shall be subject to further negotiations unless both parties mutually agree to discuss additional issues.
9. Each side reserves the right to caucus at any time during negotiations.
10. Upon mutual consent of both chief negotiators, a formal negotiating session may be recessed to allow interest-based open discussion by all participants. Upon request by either of the chief negotiators, a formal session will resume.
11. Since the parties have agreed to audio tape bargaining sessions, the party conducting the taping will provide the other party with a full copy of each recording as reasonably close to one week of the recorded session as possible.



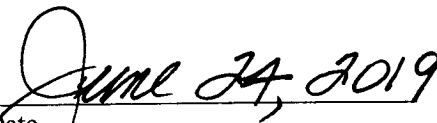
For the Board



Date



For the Union



Date