

Adopted: (7-7-71)

Revised: (11-7-90)

Page: 1

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- I. The Board of Education of Anne Arundel County is referred to as the "Board" and the Association of Educational Leaders is referred to as "AEL."
 - II. A negotiating team of no more than four persons will represent each party in negotiations. By September 22, AEL and the Board will each designate to the other, in writing, the names of the chair and a maximum of three other permanent representatives who will serve on its negotiating team. These negotiating teams will have full authority to negotiate for their respective parties.
 - III. Though each team may use from time to time the services of consultants for information and advice, no more than a total of four negotiators and consultants for a team may be present at any negotiating session unless prior approval has been given by the other team.
 - IV. All proposals from AEL must be presented at the first negotiating session. One or two sessions as needed will be used to explain the package. At the next session the Board will present proposals and responses, including counter proposals. The teams may later submit additional proposals based on unforeseen situations which arise during negotiations.
 - V. Negotiating sessions must begin on or before October 7. While sessions will normally be scheduled for no more than four hours, they may be extended by mutual consent. No more than one session in any week may begin at 1:00 p.m. with release time for permanent members of the team.
 - VI. Unless an impasse has been requested by one of the parties, the team members will complete the agreement and affix their signatures to it by December 17 and transmit it to AEL and the Board, who will take action within 15 school days to ratify or reject the agreement.
 - VII. Dates may be changed by mutual agreement.
 - VIII. The content of negotiations discussions will be regarded as confidential, except that this provision will not prevent the Board team from seeking guidance from the Board nor the AEL team from seeking guidance from its Board of Directors. There will be no public announcement or press release on the content of

State Law:

Adm. Reg.

State Reg.:

Neg. Agr.:

Federal Law:

Other Citation:

negotiations discussions prior to the conclusion of negotiations, unless by mutual agreement.

- IX. Following mutual ratification of the agreement, the presidents of AEL and the Board will sign the master agreement.