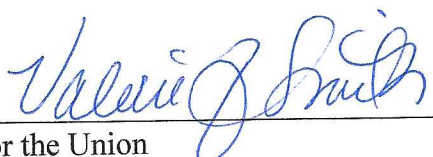


Article II – RECOGNITION

- A. The Board hereby recognizes the Association as the sole and exclusive collective bargaining representative for employees in the unit described in Certification Number 473 as ordered and amended by the Florida Public Employees Relations Commission, as the sole and exclusive bargaining agent for all employees defined in the certification instrument (Case #8H-RC-7541029: Certification No. 473) ordered by the Florida Public Employees Relations Commission on the 24th day of September: Entered the 24th day of 1975, in Tallahassee, Florida.
- INCLUDED:** All full-time certified employees of the Citrus County School Board in the classifications of Teacher, Librarian, Coach, Guidance Counselor, Activities Director, School Psychologist, Speech Therapist, and Social Worker.
- EXCLUDED:** All non-certified employees, and all certified personnel in the classifications of Principal, Director, and the Superintendent of Public Instruction.
- B. The terms "Teacher" and "bargaining unit employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining negotiating unit as determined by Paragraph A, above.
- C. The Board agrees not to negotiate with any ~~teachers'~~ organization other than the Association for the duration of this Agreement on matters concerning terms and conditions of employment for Teachers included in the bargaining unit.
- D. In being granted recognition as the sole and exclusive bargaining negotiating representative, the Agreement shall apply to Association shall represent all Teachers personnel in the bargaining unit Defined Unit regardless of membership in the Association, and without discrimination.
- E. The Board agrees not to negotiate individually with any ~~Teacher~~ on matters covered by this Agreement. ~~The parties agree that this provision shall not apply to grievances.~~

TA# 3

For the Board10/6/25

Date

For the Union10/6/25

Date