

Article III – MANAGEMENT RIGHTS

The Board hereby retains and reserves unto itself all powers, authority, duties and responsibilities conferred upon and vested in it by the statutes of the State of Florida, except as otherwise provided by this Agreement.

Article IV – NEGOTIATIONS PROCEDURE

- A. The parties agree that their duly recognized representatives shall negotiate in good faith. Each party shall select its own representatives. Up to six (6) Support Personnel, who are regular members of the collective bargaining team, will be released from assigned duties to participate in collective bargaining talks without loss of pay. The Association agrees to pay for substitutes if required.
- B. Meetings shall be held at times and places agreed to by the parties.
- C. A collaborative process (such as Interest Based Bargaining) will be utilized. This process will be reviewed and mutually agreed upon on an annual basis.
- D. Year round bargaining and multiple ratifications will be held as needed.
- E. Committees that have been formed as a result of bargaining and have completed their work will share the results with the bargaining teams and resulting changes shall be ratified as a separate item.
- F. Revisions will be made within the Agreement to reflect ratification and Board approved changes, with dates of revision noted on the cover.

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Article V – UNINTERRUPTED SERVICE

The Association and the members of the bargaining unit hereby agree not to strike or engage in, or support, or encourage any concerted refusal to render full and complete contractual service to the said Board.

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STR

For the Board

10/6/25

Date

Valerie Smith

For the Union

10/6/25

Date