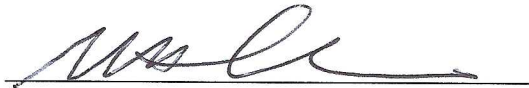


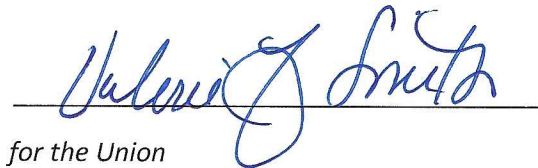
ARTICLE I
SCOPE AND PURPOSE

Section 5: Negotiations, Mediation, and Impasse.

- A. In contract bargaining, mediation shall be by mutual consent of the parties. Each party shall be entitled to provide the Mediator and the other party with whatever information it wishes as to its position. Negotiations with the Mediator present shall be arranged by mutual agreement. Recommendations by the Mediator shall be advisory only and shall not be admissible in evidence in any subsequent proceedings, including impasse proceeding, without the written consent of both parties.
- B. ~~Should the FMCS decline to assist the parties,~~ The parties may utilize a PERC appointed Mediator appointed by the Public Employees Relations Commission or provided through another mutually agreed upon service under the same conditions set forth in paragraph A above, with all costs associated with mediation borne equally by the parties.
- C. The parties shall resolve negotiation impasses as and to the extent required by law.



for the Board



for the Union

10/15/25

Date

10/15/25

Date