

**PROPOSED  
GROUND RULES GOVERNING NEGOTIATIONS  
FROM ANTELOPE VALLEY COLLEGE DISTRICT and the  
ANTELOPE VALLEY FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4683**

**May 29, 2025**

The following ground rules governing negotiations have been agreed to by the bargaining teams for the ANTELOPE VALLEY College District ("District") and the and the ANTELOPE VALLEY COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES for the duration of the negotiations leading to a successor agreement to the 2025-2028 Collective Bargaining Agreement (CBA).

1. Authorization – Presence at the table constitutes authorization to negotiate by both sides under the provisions of, and in accordance with, the Educational Employee Rights Act ("EERA"). (Government Code §§ 3540 et seq.)
2. Good Faith – It is the intent of both teams that negotiations be conducted at the bargaining table and in good faith towards achieving a CBA mutually beneficial to both the District and the Federation Unit members.
3. Meetings and Venues – A schedule of meetings will be jointly determined. By mutual agreement, starting and ending times for each session may be altered if necessary. Each team's chief negotiator(s) must be present at all negotiating sessions, unless both teams mutually agree to continue with one or both absent. Meetings shall be by zoom or another online format.
4. Cancellations - The parties agree that they will endeavor to notify the other with as much advance notice as possible of any meeting cancellation.
5. Agenda – Before adjourning each meeting, the teams will confirm the date, time, and location for the next meeting. To the extent practicable, at the end of each meeting each party shall attempt to identify the issues or interests anticipated to be discussed at the next meeting so as to enable full and informed discourse as well as the availability of "experts" if necessary.
6. Parking Lot - If no agreement has been reached on a particular item, the parties may agree to defer such item and negotiations may continue on other items.
7. Reconsideration - Any participant may request that an issue be reconsidered (i.e. raise a "second thought") if new information is available or the participant identifies a new way to improve upon a previous solution. The reconsideration of issues that have previously been tentatively agreed to and signed requires the mutual approval of both parties.
8. Resources – Each team may bring to any negotiation meeting resource people or observers as needed with 24 hours advanced notice given to the other team's chief negotiator. If both teams mutually agree, resource persons may be invited to join any meeting immediately. Such persons shall be regarded as resource people and not as team members. People used in this context shall not include students or members of the media except as mutually agreed. Resource people will abide by all ground rules listed in this document. By mutual agreement of the chief negotiators, resource persons or observers may be asked to leave for all or a portion of the session.
9. Technology -- Computers, tablets, and cell phones will be permitted at the Table. No audio or video recording is allowed except by mutual agreement. If any audio recording is allowed, either team may transcribe copies of its recordings at that team's expense.
10. Minutes – There will be no joint minutes. Each team will be responsible for keeping its own record.

11. Communication between sessions should go via e-mail through the following team members: AVCFCE –Pamela Ford, Ahrien T. Johnson, Jason Elias (Interim), AVCCD: District Negotiation Team, Dr. Lauren Helsper, and Josh Taylor, District Counsel.
12. Recesses and Caucuses – Either team may call for a recess or caucus whenever deemed necessary. When a caucus is called, the teams requesting the caucus will provide a time estimate of the caucus, which may be updated.
13. Document Exchange – Proposals and counter proposals will be exchanged electronically in writing utilizing standard word processing format. ~~Each side will provide copies for all members of the two bargaining teams. Upon request, a party submitting a proposal shall provide an electronic version of the proposal.~~
14. Information Requests – Information requests shall be presented in writing.
15. Tentative Agreements – All tentative agreements achieved shall be reduced to writing, dated, and signed by the respective chief negotiators. The chief negotiators must, and other negotiation team members may sign tentative agreements for their respective teams. All such dated and signed agreements remain tentative pending completion of the entire CBA. All tentative agreements are subject to final ratification of the entire CBA by the Association membership and approval by the Board of Trustees.
16. Communications – Both teams have the responsibility to keep their represented constituents informed about the progress of negotiations. Each team has the right to make periodic progress reports to the team's constituencies; such reports shall be truthful and designed to be informative of the bargaining process.
17. Confidentiality – If chief negotiators agree that a conversation will be kept "off the record," then no notes will be taken and all elements of the "off the record" exchange will be kept strictly confidential.
18. Both teams agree to conduct themselves with professionalism, civility, mutual respect and dignity. No bargaining team member shall be discouraged from being an active, vocal participant in discussions. However, respect for team members representing each party as well as the leadership of the District and the Federation will be shown at all times. Unprofessional conduct and personal attacks may be grounds to end a negotiations session at the discretion of either chief negotiator.
19. All negotiation sessions shall be closed to the public unless otherwise agreed upon.
20. Observers – Observers may be present at bargaining sessions.
21. These ground rules may be amended by mutual agreement.

ANTELOPE VALLEY COLLEGE FEDERATION  
OF CLASSIFIED EMPLOYEES, LOCAL 4683

ANTELOPE VALLEY COLLEGE DISTRICT

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