

Impasse Procedures

In the event that the parties fail to reach an agreement on or before **December 15** in each year, a 3 member advisory panel shall be convened. The panel shall consist of:

1. One member appointed by the Board whose expenses shall be borne by the Board.
2. One member chosen by the recognized teacher association whose expenses shall be covered by the teachers' association.
3. One member who shall be the chair person chosen by the other two members of the panel whose expenses shall be shared jointly by the Board of Education and the teachers' association.

Panel members shall not be employees of the district or members of the Board of Education, nor shall a panel member be an employee of the recognized teacher organization or any of its affiliate organizations.

The panel shall meet no more than one week after the failure to reach agreement is declared. The panel shall attempt to rectify the differences between the two parties so that an acceptable agreement can be reached. If this fails, the panel shall present a fact-finding report to both parties within two weeks of the initial meeting of the panel.

In the event that the member appointed by the Board and the member appointed by the recognized teacher association cannot agree on the third member of the panel, the panel shall be dissolved.

The decision of the Board shall be final on all negotiable items where the two sides fail to reach an agreement in accordance with the provisions of this policy.

The procedures of this policy may be waived by mutual consent of both parties.

Adopted: 04/10/79
Revised: 04/28/03