

- A. Any waiver must be in writing and must specify the contractual provisions(s) to be waived, the nature and duration of the waiver and the employees affected by the waiver. Such waiver shall originate within and be approved by the SAC.
- B. There shall be a duly called meeting of all bargaining unit members to fully explain the proposed waiver.
- C. There shall be a 36-hour minimum between the full disclosure meeting and any waiver vote.
- D. There shall be a secret ballot vote of all bargaining unit members to approve or disapprove said waiver. Such vote shall include a signature sheet(s). The waiver shall require an 80% approval of the total bargaining unit membership in order to move forward. A valid vote shall not be rescinded.
- E. SRPE shall designate individual(s) to monitor and assist in the conducting of A-D above. The SRPE designee shall be present at the secret ballot vote.
- F. The waiver shall then be presented to the SRCSB and to the SRPE Executive Board for final approval. A duly elected SAC representative shall be available to address questions and concerns prior to the final approval vote.
- G. Waivers shall not extend beyond the school year in which they originally take effect.
- H. Waivers may be extended one year at a time if there are no changes in the waiver. Extensions would require the 80% secret ballot approval and final approval of the SRPE Executive Board and the SRCSB.
- I. If an individual disagrees with an approved waiver and can find a certified bargaining unit member willing to exchange positions at a different school, said transfer shall be considered and an effort made to facilitate the transfer.

ARTICLE XXIV: TERMS OF AGREEMENT

This Agreement shall be effective August 11, 2011 and shall continue in effect through August 10, 2014. The parties shall meet annually to negotiate salary, insurance, supplements, and two others articles each of their own choosing. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

**SANTA ROSA
PROFESSIONAL EDUCATORS**

Phonda Chavez
President

Julia 'Steve' Ratzoff
Negotiator *for the Board*

**SANTA ROSA COUNTY
SCHOOL BOARD**

Devin L Scott
Chairman

B. W. [Signature]
Superintendent