



ITA is seeking members for our Bargaining Team!

IUSD and ITA follow an interest-based bargaining protocol which is based on honesty, transparency, and achieving the best outcome for all parties without winning or losing. We are seeking a bargaining team member who displays the following traits:

- curiosity and open-mindedness
- reflection and patience
- creativity and an ability to see the big picture
- exposure to some work outside of education (summer job, college job, prior career)
- confidentiality and trustworthiness
- objectivity to understand all sides and represent all members w/o personal bias
- ability to listen carefully
- ability to process financial details regarding budgets, state funding, etc.
- willingness to attend trainings and to meet obligations as outlined in the bylaws

ITA By-Laws Regarding the BARGAINING TEAM

- A. The duties of the Bargaining Team are to represent and to bargain for all bargaining unit members.
- B. The President shall appoint all members, alternates, and the chairperson of the Bargaining Team with the concurrence of the Executive Board.
- C. Vacancies created by resignation or inability to serve shall be filled by the Executive Board from the list of alternates.
- D. The Executive Board, by two-thirds (2/3) vote, may remove a member of the Bargaining Team.
- E. Responsibility and authority for directing the bargaining process on behalf of the Association are vested in the Executive Board subject to policies established by the active membership. The Executive Board is distinct from the Bargaining Team.
- F. Employees in each appropriate bargaining unit shall be surveyed to determine contents of the proposed contract demands, and the contract proposal for each appropriate unit shall be approved by the Representative Council in that unit.
- G. The Bargaining Team shall report its activities to the Executive Board as the Board requires.
- H. The Executive Board shall provide for the dissemination of information regarding bargaining and the activities of the Bargaining Team to the general membership.
- I. The Bargaining Team is empowered to reach tentative agreements with the district. Such agreements shall be considered tentative and not binding upon the Association until such agreements have been ratified by the membership in the appropriate unit(s), unless such ratification shall have been specifically waived or otherwise delegated by that active membership.

APPLICATION for ITA Bargaining Team

Please complete the application online and send it to president@IrvineTA.org or print it to return via district mail to ITA by **Friday, October 26**. The Bargaining Team and president will interview selected applicants and make a recommendation to ITA's Executive Board.

Name _____ Site _____

Subject or grade level taught _____ # of years in IUSD _____

Other education experience (if any):

Why do you want to be part of the bargaining team?

What are your areas of expertise?

Do you have any particular interests regarding contract negotiations?

I understand that if chosen,

- I am making a minimum 5-year commitment;
- I will be out of the classroom 1-2 days/month
- I will spend 2-3 days during the summer for meetings and/or trainings
- I will receive a stipend of \$2250 for the school year

Signature

date