

SUCCESSOR BARGAINING GROUND RULES

Oregon School Employees Association
Northwest Regional ESD Chapter 101 ("Association")
and
Northwest Regional Education Service District ("ESD")

The bargaining teams for the Northwest Regional Education Service District ("ESD") and the Oregon School Employees Association ("Association") formally adopt the following ground rules to govern the conduct and procedures for negotiations of a successor agreement to the 2022-2026 Collective Bargaining Agreement.

The parties are committed to engaging in a bargaining process that is collaborative, efficient, professional, and consistent with the law and with their mutual responsibility to serve employees, students, districts, and the public. The parties enter negotiations with the intent to problem-solve and reach a mutually acceptable agreement.

The parties (teams) agree as follows:

1. Meetings will be scheduled by group consensus.
 - a. Meetings will begin and end on time, and all participants will comply with the schedule to the best of their ability. A decision to extend past the scheduled ending time must be agreed upon by the group.
 - b. The meetings should be held at a convenient location, and the location will be set during the agreement process of the negotiation ground rules/protocol.
 - c. The parties shall maintain at least two future bargaining dates scheduled at all times, and additional dates shall be set at the conclusion of each bargaining session.
2. Subcommittees may be used as needed and agreed to by the parties. These Ground Rules/Protocols will apply to subcommittees.
3. Both parties may call for a caucus at any time for any reason without explanation or delay. A room, separate from the negotiation room, will be provided to each team for the purpose of caucusing. Each team will announce an approximate length of time for the caucus.

4. The ESD and the Association are responsible for the composition of their respective bargaining team. Notice shall be provided to each party should the composition change.
5. The parties agree to allow all members of the bargaining teams to speak, express opinions, and offer potential solutions without restraint. Personal opinions may not constitute an official position.
6. Either party to provide information may call in resource persons. The party that intends to bring in a resource person will provide a 24-hour notice; such notice will include the name and position/relationship of the resource person.
7. All sessions shall be open to the public in accordance with Oregon law; however, either party can make a request of the other at any time to close the sessions. By mutual agreement, the sessions may be closed.
8. All sessions shall be streamed virtually by the ESD. The ESD will be responsible for providing the streaming equipment. Access links for each meeting shall be provided to the Association president two (2) business days prior to each session.
9. Once a tentative agreement is reached on an article, it shall be reduced to writing and signed by both parties. A tentative agreement may be reopened only by written mutual agreement of the ESD and the Association. All tentative agreements are subject to ratification by the ESD Board and the Association bargaining unit membership in accordance with each party's respective policies or bylaws.
10. All documents and information exchanged during bargaining can be shared by either team at its discretion unless otherwise mutually agreed.
11. All proposals shall clearly mark changes, and each part shall provide in a shared Google Drive all proposals, counterproposals, responses, and data exchanged in bargaining in a searchable, digital format within two (2) business days following each bargaining session. Additionally, any and all relevant requests from either party for information shall be provided within a reasonable timeframe, typically a fourteen (14) day period. If a request exceeds fourteen (14) days, advance notice will be required, with a rationale for the delay and a date for the information to be provided.
12. The parties shall make an effort to express their intent to open an article or present new articles by the third bargaining session. Regardless of proposal status, the statutory one hundred fifty (150) day clock shall start on the third session, which is March 12, 2026.

13. Any of the ground rules may be modified by mutual agreement.

These ground rules reflect the understanding that this bargaining process exists solely due to the collective power of workers activating together to improve their working conditions. Each party's negotiation teams agree to these negotiation ground rules/protocols.

For the Association



Ethan Akre, Chapter 101 President

01/16/2026

Date



Baylor Turnbow, OSEA Field Rep

01/16/2026

Date

For the ESD



[Catherine Dalbey \(Jan 20, 2026 08:45:49 PST\)](#)

Catherine Dalbey, NWRES D CHRO

01/20/2026

Date



[Brian Hungerford \(Jan 20, 2026 09:29:55 PST\)](#)

Brian Hungerford, NWRES D Legal Counsel

01/20/2026

Date










SUCCESSOR BARGAINING GROUND RULES - OSEA (1)

Final Audit Report

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