

and at the same time as the Executive Board of CVCEO to discuss current and/or improve their IBB techniques.

ARTICLE XV MEMBERSHIP AND RENEWAL FEE

SECTION 1. Membership fee of \$10.00 shall be collected from each member. All members shall pay \$10.00 per month, which will be an automatic payroll deduction.

SECTION 2. The membership fee, renewal fee, and assessments shall not be increased except by a simple majority vote, by secret ballot, or the members in good standing voting at a general meeting or at a special meeting after reasonable notice of the intention to vote upon the question.

ARTICLE XVI CONTRACT NEGOTIATIONS/RATIFICATIONS

Contracts affecting the classified employee shall be negotiated in a manner hereinafter set forth.

- The CEO shall select members of the negotiation team with the approval of the Executive Board of CVCEO.
- The number of members of the negotiation team shall be equal to the number of individuals representing the district plus an additional person.
- Any person considered for a position of the CVCEO negotiation team shall have some or all of the following qualifications:
 - In depth training from CFIER in the IBB approach to negotiating or a verifiable utilization of the collaborative model through documented EER hands-on experience
 - A member in good standing of CVCEO and not a member of any other employees' organization within the CVESD
 - Exposure through committee membership on insurance advisory, classification/re-allocation, employer/employee relations, negotiation committee(s)
 - The ability to provide unique, progressive and collaborative insight to the efforts of the team
 - An exemplary ability and attitude demonstrated by past involvement in the representation of their self and/or others
- The person(s) in the Chief Executive position of CVCEO shall act as chairperson of this team
- All agreements with the district shall be of a temporary nature (not the purpose of this article shall be referred