

### Ground Rules

1. Consistent with the Video Conferencing Advisory from the California State Mediation and Conciliation Services (SMCS), during negotiations that occur via Zoom, participants who speak at the bargaining table will do so with their cameras on **and may not use avatars, logos, photos or other graphics to represent themselves.**
2. Each party will be represented at the bargaining table with negotiators who have the full authority to make decisions, including the signing of agreements, subject to final approval of the SCTA membership and the SCUSD board of education.
3. Each party will come to bargaining prepared and able to provide an explanation and justification for its proposals and positions.
4. Each party will provide answers, responses and make comments that are truthful and honest.
5. Persons who are not at the table are not authorized to make, and therefore will refrain from making, proposals or counterproposals outside of the bargaining process. Proposals will be made across the bargaining table.
6. The parties will engage in negotiations according to standards set forth by applicable law.
7. Any internal or external communication will include a signature (electronic or otherwise) of a direct, actual participant in the relevant bargaining session who will verify for the truth and accuracy of the communication.