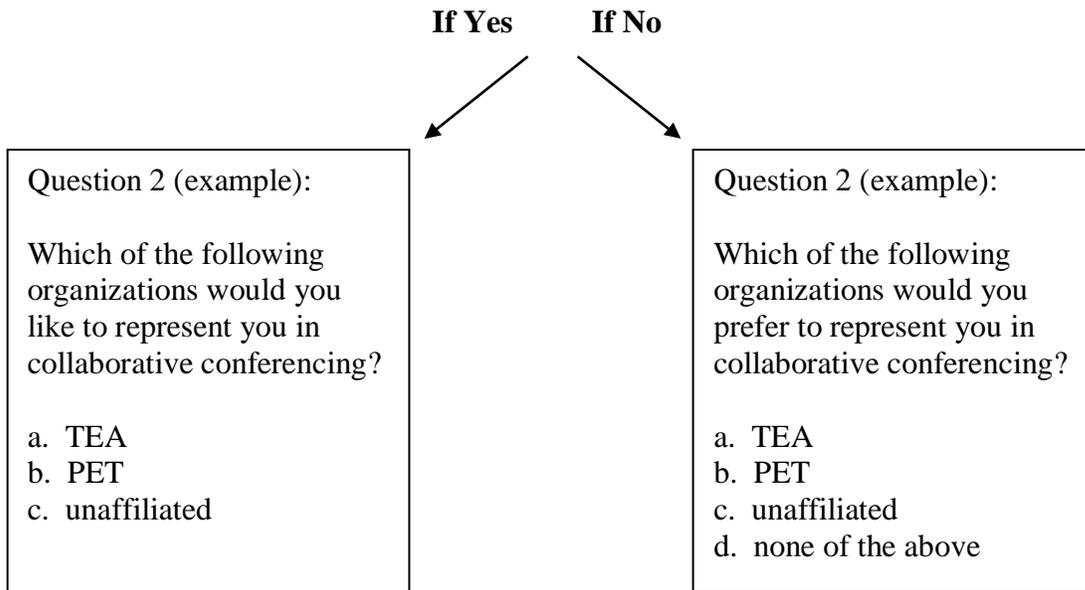


Initiating Collaborative Conferencing

1. Between October 1 and November 1 of any year, 15% of the professional employees of an LEA submit, in writing, a request to conduct collaborative conferencing to the local board.
2. The local board appoints a number of local board members and an equal number of professional employees to a special question committee to hold a private poll.
3. The poll shall consist of two questions:

Question 1: Shall the professional employees of this LEA undertake collaborative conferencing with the board of education?



4. No board of education shall have a duty or obligation to engage in collaborative conferencing with its professional employees unless a majority of those eligible to vote in the poll respond "YES" to the first question.
5. If a majority vote "YES" to the first question, the local board of education shall appoint between 7-11 persons to serve as management personnel, and the professional employees shall be represented by the same number of persons.
6. The professional employee representatives shall be selected according to each organization's proportional share of the responses to the second question; provided, however, that only those professional employees' organizations receiving fifteen percent (15%) or more of the responses to the second question shall be entitled to representation.
7. The category of "unaffiliated," but not the category of "none of the above," shall be considered a professional employees' organization. If fifteen percent (15%) or more indicate a preference for an unaffiliated representative, then the special question committee shall select and appoint a person or persons to serve as an unaffiliated representative or representatives according to the proportional share of responses.

Initiating Collaborative Conferencing (cont.)

8. The professional employee representatives shall serve terms of 3 years. In the event of a vacancy, the appointing body shall name the replacement for the remainder of the term.
9. Prior to expiration of the terms of the members of the panel, a new poll shall be conducted to determine whether the professional employees want to continue to engage in collaborative conferencing.
10. Professional employee representatives and members of the local board's management personnel shall be appointed by December 1.
11. The results of the confidential poll and the names and positions of the appointed representatives shall be transmitted to the board, professional employees and professional employee organizations prior to January 1.
12. Those persons or organizations initiating the poll shall be assessed the reasonable costs necessitated in conducting the poll by the chair of the special question committee.