

NMCFT Contract Agreement

Page 1. Article II: Statement of Philosophy

Pursuant to the calls for educational reform at both the state and national levels, the District and the Union shall jointly work toward upgrading the vocation of teaching in North Monterey County.

Page 1. Article V: Concerted Activities

- A. The Federation and the District agree that differences between the parties hereto shall be settled by peaceful means as provided in this Agreement. During the term of the Agreement, the Federation will not engage in, instigate, or condone any strike, work stoppage, or any concerted refusal to perform work duties as required in this Agreement and will undertake to exert its best efforts to discourage any such acts by any member of the unit.
- B. During the term of this Agreement, the District, in consideration of the terms and conditions of the Agreement, will not authorize or permit any lockout of Federation members or other persons covered by the Agreement.
- C. If either party fails to honor its commitments of Paragraph A or B above, the other party shall be released from its obligation to honor any rights granted by this Agreement.

Page 2. Article VI: Federation Rights

- A. The Federation and unit members shall have the right to use school facilities, bulletin boards, mailboxes and other means of District communication. School equipment may be utilized, upon prior arrangement with the principal, and the Federation shall provide its own paper, supplies, and other expendables. The District copying equipment may be used, upon prior arrangement with the Superintendent, the Federation shall reimburse the District for copies provided. Facilities and equipment may be used only at times when they shall not conflict with school or District business.

Page 3. Article VII: District Rights

The District retains all of its rights, powers, and authority to direct and control to the full extent of the law. The exercise of these rights, powers, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the laws of the State of California.