

**ARTICLE I
IMPLEMENTATION OF COLLECTIVE BARGAINING**

1.1 AGREEMENT (Preamble)

The following Agreement between the District and the Association is recorded in written form to meet the requirements of Government Code 3540, et. Seq. and, more specifically, wages, hours or employment, and other terms and conditions of employment as defined therein in exchange for services.

1.2 RECOGNITION

1.2.1 Exclusive Representative

The Governing Board of the Rancho Santiago Community College District, hereinafter referred to as the "District," hereby recognized the Faculty Association of Rancho Santiago Community College District, hereinafter referred to as the "Association," as the sole and exclusive representative of those enumerated in the Stipulated Agreement. (See Appendix A, Stipulated Unit Recognition Agreement).

1.2.2 Negotiations Restrictions

- A. The District agrees not to negotiate with any other organization in matters upon which the Association is the exclusive representative, and, agrees not to negotiate with any member of the unit individually during the duration of this Agreement on matters subject to negotiations.
- B. The Association recognizes the Board of Trustees as the duly elected representative of the people for the Rancho Santiago Community College District and agrees to negotiate only with the representative officially designated by the Board to act on behalf of the District. The Association further agrees that neither it nor any of its members or agents will attempt to negotiate privately or individually with the Board, any Board member, administrator, or other person or persons not officially designated by the Board of Trustees as the representative of the District.

1.3 DURATION

The provisions of this Agreement and its subsequent amendments shall become effective on July 1, 2014, and remain in effect until June 30, 2015. The Association agrees to submit its initial proposal for reopeners or the successor agreement no earlier than September 1 of each year, and the District agrees to present its initial proposal not later than thirty (30) calendar days following the submission of the Association's proposal.

 3/30/15
For the Association / Date

 3/31/15
For the District / Date