

Article 10.0 – Professional Culture

- 10.1** The Association and the District agree that an open, professional, and collaborative culture is essential to the effectiveness of staff and students. In order to promote and establish such a culture the Association and the District agree that this Agreement currently contains language that provides accountability and member safeguards for maintaining professional relationships, including the following:
- 10.1.1** For Accountability: In Appendix 5-A; 3.d, 3.e, 4.c, 4.d, 5.d, 6.b, 6.f, 12B Criterion 7 and 8.
 - 10.1.2** For Member Safeguards: Articles 4.2, 8.6, 8.7 and 12.
- 10.2** The Association and the District agree to the following:
- 10.2.1** The Association and the District will jointly address conflicts between staff and maintain a professional culture.
- 10.3** Resolving conflicts between individuals should usually follow these steps:
- 10.3.1 Step 1** – Individuals should attempt to mutually solve their interpersonal conflicts. If this is not satisfactory to either of the parties, or if this does not provide satisfactory results; then
 - 10.3.2 Step 2** – Individuals should contact an Association Building Representative to mediate the problem. This includes conflicts between Association members and other District employees. If this is not satisfactory to either of the parties, or if this does not provide satisfactory results; then
 - 10.3.3 Step 3** – Individuals should contact a supervising administrator.