

## **Guiding Principles for Bargaining**

*As we prepare to negotiate with our union partners, we feel it is important to describe our guiding principles as well as some overarching themes and objectives.*

### **Guiding Principles**

- ★ Student safety and wellbeing
- ★ Fiscal responsibility and sustainability
- ★ Maintain and foster good relationships
- ★ Center on equity and equitable practices
- ★ Meet the objectives of our Strategic Plan
- ★ Staff support and wellness
- ★ Follow the law and restrictions on different funding types
- ★ Meet instructional minutes/days
- ★ Factual, data-driven decision making
- ★ Staff, student, and family retention and growth

### **Themes and Objectives**

#### **Support the District's Long-Term Vision**

- Focus on teaching and learning as well as support services to prepare students for future success.
- Attend to learning opportunities, community engagement and partnership, effective use of district resources, and data-driven decision making.
- Anchor to the District's [Educational Equity Policy](#) (JBB) and [Strategic Plan](#).

#### **Improved Learning Conditions**

- Eliminating institutional barriers and creating access and opportunities that benefit each student.
- Using proven practices and programs to foster excellence in teaching and learning, to create systems that support student success, and to promote relevant professional development.
- Expand the range of options offered to students, including proficiency-based instruction, online learning, CTE, and bilingual programs.
- Continue to improve instructional support systems for the recruitment and retention of high quality staff.
- Work in partnership with constituents to ensure student and staff safety.

#### **Financial Responsibility**

- Maintain a balanced budget with adequate reserves for economic and operational uncertainties. Financial requirements must align with long-term revenue and expenditure forecasts for all funds.
- Eliminate reliance on short-term or one-time funds for ongoing commitments like salaries and benefits.
- Maintain a competitive employee compensation package within the limits of available district resources. This includes salaries and employer-paid health and retirement benefits, and is bargained based on district cost, not solely employee income.

#### **Quality Communication**

- Ensure communication is always open, accurate, responsive, and respectful.
- Support collaboration and productive relationships through effective communication between the District, union partners, and all employees.
- Present information in clear, plain language that is backed by factual data, solid evidence, and credible sources to ensure effectiveness.