



MONTICELLO PUBLIC SCHOOLS

Every Kid, Every Day

Monticello Public Schools Bargaining Principles

Reviewed by the Board of Education (May 5, 2025)

1. Improve Student Outcomes

The overarching interest of the School Board is to create the conditions for delivering academic excellence, social / emotional safety, and improved outcomes for all students. The District commits to maintain the areas in which our programs and student results are already strong. In those areas where our performance does not meet our expectations, the District must work with our employees to assure that our bargaining agreements foster significant improvement in student performance, especially in those academic content areas subject to statewide assessment and in graduation rates. The District is committed to demonstrating that appropriations are used to achieve the aforementioned goals in concrete and measurable ways.

2. Fair Compensation Within District Means

The District seeks to provide educational programs of recognized excellence. This goal requires the District to attract, train, and retain high quality employees and to compensate them appropriately. The District is committed to providing the best possible compensation for our employees within the limited means and finite budget provided by the federal government, the State of Minnesota, and local voters. Any increase in District revenues should be used to foster effective instruction and results for students.

3. Valuing Employees Every Day, Not Only in Negotiations

The District values all of our employees for the skills, talents, and abilities that they provide to our students each and every day. At the same time, the District recognizes that the period of open negotiations of a collective bargaining agreement can be challenging and, at times, frustrating. It is vital that all parties continuously recognize and reflect on the fact that proposals made during negotiations are not value statements from the District regarding individual employees or groups of employees. In the big picture, the District operates with limited and often finite revenue sources that are almost always beyond the District's control. Thus, there is no such thing as a limitless budget in public education, and the role of the District in negotiations is to ensure sustainable budgeting and sustainable settlements.

4. Sustainable Budgeting and Sustainable Settlements

The District commitment to maintaining high quality programs and reasonable class sizes prohibits budget cuts or unsustainable funding sources be used to fund increased

compensation. The District cannot increase the total cost of compensation at a rate that exceeds the rate of funding increases. Reducing programs, and the resulting negative impact on students and families, is not an acceptable or effective mechanism to employ for the purposes of funding bargained settlements.

5. Open and Honest Bargaining

The District is committed to open, honest, and transparent bargaining with our employees. To that end, we endeavor to provide complete and thorough information regarding the state of our budgetary capabilities. The District expects that the representatives of employee units participating in bargaining will provide accurate, unbiased, and timely information to their members.

6. Public Entitlement to Information

The decisions that are made in the bargaining context have major public policy implications. For this reason, the public is entitled to regular information on bargaining progress and the policy and financial implications of positions held by both parties. Under Minnesota statute, District negotiations sessions are open to the public. In addition, the District hereby provides notice that all materials exchanged between the parties will be shared with the public via the District website.

7. Complete and Constructive Language Items

The District will evaluate language proposals based on the following principles:

- (1) Proposals must be fully costed and all costs must be included in the costing of the total package; and
- (2) The District will not accept language proposals that subject the District to costs that cannot be predicted and/or controlled; and
- (3) All costs of language proposals must be paid out of the year during which they accrue; and
- (4) Language proposals should foster a sense of fairness and/or equity amongst and between employees and should contribute to a positive and supportive work environment; and
- (5) Language proposals should be clear and unambiguous; and
- (6) Language items that impact the manner with which the District delivers services must be fully vetted through the Superintendent's cabinet and discussed with administrators to make sure that it does not interfere with our ability to deliver quality programs; and
- (7) Both bargaining partners should work to adopt language items that engenders respect and support for employees within the community and amongst other employees; and
- (8) Bargaining agreements should be consistent with our overriding objective to achieve excellence in student outcomes.