Guiding Principles
Core Values During Labor Negotiations

Beaverton School District's core values of academic excellence, student and staff belonging and dignity, and community connections are at the core of all our work. The district's long-term vision and Strategic Plan guide our decisions, including decisions made through collective bargaining.

The district recognizes that classified employees are essential to the successful operation of our schools and departments and to the educational experience of our students. We highly value our classified staff and the many ways they support student learning, safety, health, transportation, nutrition, facilities, technology, operations, family engagement, and the many systems that empower students and educators to succeed.

Our bargaining decisions should support successful outcomes for all students, while recognizing the important contributions of classified employees. Agreements should promote effective services to students and schools, a safe and supportive work environment, responsible stewardship of district resources, operational effectiveness, employee recruitment and retention, and sustainable working conditions, all anchored in the district's commitment to equity and inclusion.

JBB Educational Equity Policy:
https://www.beaverton.k12.or.us/about-us/school-board/policies-and-regulations/section-j-students/jbb-educational-equity

BSD's equity policy notes that, "Educational equity fosters a barrier-free environment in which all students have the opportunity to benefit equally. Equity is achieved when there is sufficient evidence that each child has a high-quality educational experience, and outcomes and successes are not predicted by student subgroup membership. In order to break the predictive link between student demographics and student achievement, the district must apply the principle of equity to all policies, programs, operations, and practices and ensure all students have access and opportunity to high quality education."

Student-Centered Decision-Making

- The Beaverton School District helps students envision and prepare for future success by providing rigorous and relevant educational opportunities supported by safe, welcoming, inclusive, and effectively operated schools.
- We recognize that classified employees are essential partners in student success. Their work supports students directly and indirectly across classrooms, schools, transportation, facilities, nutrition services, technology, administrative services, student support programs, and district operations.

Being Financially Responsible

- To comply with state law and best practices, the district must 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.
- To ensure long-term service level stability, one-time funds should not be used to meet ongoing commitments, such as salaries and benefits. Short-term unsustainable solutions to budget shortfalls must be reduced and eliminated.
- The district should maintain a competitive employee compensation package within the limits of available resources. Competitive employee compensation includes salaries, employer paid health and retirement benefits, and will be bargained based on district cost, not solely employee income.

Maintaining Quality Labor Relations

- Communication must be consistently open, accurate, responsive, and respectful.
- Effective communication between the district, associations, and all employees supports collaboration and productive relationships.
- Communication is effective when all employees strive to present information in clear, plain language and back it with factual data, solid evidence, and credible sources.
- Maintaining effective and collaborative relationships with the District's labor partners is beneficial to all stakeholders of the district.
- Collective bargaining should be focused on those subjects and issues that properly belong in a collective bargaining agreement, recognizing that many rules, expectations and protocols are more properly addressed through Board policy or less formal operational procedures.

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