



# Labor Negotiations Guiding Principles

## Supporting the Mission and Vision Core Values of the Gresham-Barlow School District

The long-term vision is central to all decisions. This vision is defined first and foremost by a focus on teaching and learning and the preparation of students for success. Additionally, our vision attends to learning opportunities, community engagement and partnerships, and the effective use of district resources. The long-term vision for financial sustainability, accompanied by long-term revenue forecasts requires innovative and effective approaches to meeting financial requirements.

### **Improving Learning Conditions**

- We are committed to the use of proven practices and programs that support excellence in teaching and learning. Designing effective school master schedules that accommodate these practices is key to teacher effectiveness and student success.
- Providing teachers with a professional working environment includes the development and use of calendars and schedules that provide time for professional learning communities designed to support the ongoing improvement of teaching and learning.
- We are committed to expanding the range of options offered to students. Options include, but are not limited to proficiency-based instruction, online learning, and flexible instructional hours and calendars.
- Recognition of, and support for excellence is important to maintaining a quality staff. We will continue to improve effective teacher support systems and explore opportunities for assistance in providing this support.

### **Being Financially Responsible**

- To comply with state law and sound business principles, 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.
- To ensure financial requirements are sustainable over the long-term, one-time funds should not be used to meet on-going commitments like salaries and benefits.
- To reduce the need for annual budget reductions, short-term unsustainable solutions to budget shortfalls must be reduced and eventually eliminated.
- A competitive employee compensation package within the limits of available district resources should be maintained.
- Employee earnings and competitiveness should be measured according to total compensation that includes salaries, employer paid health and retirement benefits, and workload demands. Employee compensation must be examined in light of compensation history, long-term revenue projections, and insurance reform implications.

### **Maintaining Quality Communication**

- Communication must always be open, accurate, responsive and respectful.
- Collaboration and productive relationships are supported through effective communication between the district and all employees.
- Communication is effective when all employees strive to present information that is written in clear, plain language and backed by factual data, solid evidence, and credible sources.