



# **St. Paul Education Regional Division No.1**

*Learning Together, Growing Together*

## **BOARD GUIDING PRINCIPLES ATA NEGOTIATIONS – 2017**

### **Students:**

Trustees must view the bargaining process as a tool to further the educational wellbeing of students. The Board is bound to negotiate provisions that increase the prospects for student success.

Impact on student learning and quality of education must be enhanced or at the very least have no adverse effect.

Is this the best thing for the child in the classroom?

### **System Transformation:**

Does the current collective agreement contain any barriers to future transformation initiatives?

Ensure that the Board is unencumbered and able to respond to transformation initiatives for improving K-12 education.

### **System Management:**

Improve management's ability to manage the system.

No adverse impact on management's ability to manage the system

### **Financial:**

Sustainable agreement financed from available instruction funding. Maintain accountability to ratepayers.

### **Fair and Reasonable Settlement:**

Ability to attract and retain quality staff.

Ensure that any settlement reached by our school board respects and supports the interests of our family of school boards to the best of our abilities.

**Community:**

Ensure that the community we represent receives quality educational programming and services with access to opportunities and improvements in future years.

**Relationship:**

Recognizing that relationships with employees are developed and sustained over the course of the employment relationship, the Board will be cordial, respectful and professional in the collective bargaining process.

It is also recognized that teacher interests in bargaining may sometimes differ from Board priorities for students.

**Transparency in Collective Bargaining:**

The board will promote transparency during the collective bargaining process by informing stakeholders of issues, developments, decisions and assessed impact on education.