

NEGOTIATIONS BRIEF: NPSD

What are the labor objectives?

- Create a supportive environment that improves teaching and learning for all students.
- Promote constructive approaches to problem-solving and communication.
- Make public schools more desirable workplaces to attract better candidates and retain our top performing professionals.
- Build a culture of shared responsibility for the future and health of the NPSD.

What are the expectations during the negotiation process?

- We expect honest representation by all parties.
- We expect transparent, responsive and timely information about the negotiations, explained in a way that everyone understands.
- We expect to convey respect for the parties involved.

What are the broader goals for our negotiation team and any agreements?

- Must be fiscally responsible in the context of the variables that affect the revenue available to fund a contract.
 - Net cost of agreements must not require more revenue than will be available to the district under the provisions of the state caps and other federal, state and local requirements, i.e., not to exceed the base Act 1 index.
 - Any agreements must address the shared responsibilities of the parties to meet, maintain and improve the mission of the school district.
 - The district's fund balance will not be utilized to pay for recurring expenditures.
- Cannot adversely affect the capacity of the district to support the current level of programs and services for students.
 - Any agreements should minimize the elimination or limitation of programs and services.
 - Any agreements should maintain educational initiatives with a focus toward improving learning for students.
- Must reflect some restructuring in a manner designed to address identified challenges and significant funding disparities NPSD faces in the next decade.

- o Any agreements must be forward looking.
- o Any agreements must include provisions that reduce the cost impact of automatic salary and stipend increases and include provisions for greater faculty accountability as a prerequisite for salary and stipend increases. Metrics should be tied to the District's Strategic Plan and core organizational values.