

NEW SUPT'S

BARGAINING

JULY 2022

WHO ARE WE?

- BEACH OR MOUNTAINS?
- SWEET OR SAVORY?
- BOOK OR MOVIE?
- SHORTS OR PANTS WHILE ON ZOOM?
- PLAY AN INSTRUMENT?
- GO TO EXERCISE- RUN, WALK, YOGA, WEIGHTS, OTHER?
- BARGAINING EXPERIENCE?
- ASSOCIATION OR DISTRICT?
- ROLE ON THE TEAM?
- LENGTH OF BARGAIN?
- TAKE AWAYS?

GENERAL RESPONSIBILITIES

- DEVELOP A PLAN FOR ALL PHASES OF NEGOTIATIONS (PRE, DURING, AFTER)
- PROVIDE DIRECTION THROUGHOUT NEGOTIATIONS FOR:
 - SCHOOL BOARD
 - ALL DISTRICT ADMINISTRATORS
 - COMMUNICATION TEAM
 - NEGOTIATION TEAM
- MAKE SURE DISTRICT ACTIONS MATCH CORE VALUES , CREATE CLARITY AND UNDERSTANDING

BARGAINING FOUNDATION

- HOW WILL YOU BUILD RELATIONSHIPS?
- WHAT IS YOUR COMMUNICATION PLAN?
- DO YOU AND TEAM UNDERSTAND DISTRICT BUDGET AND RESOURCES?
- IS YOUR STRATEGIC PLAN SUPPORTED?
- IS YOUR TEAM PREPARED AND DO THEY KNOW THEIR ROLES?
- IT IS NOT DONE IN ISOLATION....BARGAINING IS YEAR ROUND!

EYES WIDE OPEN

- THE PURPOSE OF THE UNION IS TO GET THE BEST WORKING CONDITIONS AND BENEFITS POSSIBLE
- YOU CAN'T CHANGE WHAT THE ASSOCIATIONS WILL DO TO GET THE DISTRICT TO MOVE
 - SOCIAL MEDIA, PICKETING, SLOW DOWNS, NEGATIVE SENTIMENTS
- JUST REALIZE IT IS THE STRUCTURE AND SYSTEM.. IT IS NOT ABOUT YOU!
- THE STRUCTURES YOU PUT IN CAN HELP CONTROL THE CHAOS.



STRUCTURES THAT HELP REDUCE CHAOS

- STRATEGIC PLAN
- LABOR MANAGEMENT
- FISCAL TRANSPARENCY (USE METHODS THEY CAN UNDERSTAND)
- COMMUNICATION PLAN
- BUILDING VISITS (RELATIONSHIPS)



STRATEGIC PLAN

- CREATES PROACTIVE CULTURE RATHER THAN REACTIVE
- ESTABLISHES A SENSE OF DIRECTION
- HELPS WITH FISCAL EFFICIENCY
- HELPS DEMONSTRATES AND ARTICULATE DISTRICT VALUES
- UNIFIES VISION OF STAKEHOLDERS

EXAMPLE OF GOAL TOPICS FOR STRATEGIC PLAN

- **STUDENT ACHIEVEMENT**
 - **COORDINATED AND ALIGNED CURRICULUM ALIGNMENT**
 - **INSTRUCTION (IN PERSON AND REMOTE)**
 - **ASSESSMENT**
- **QUALITY STAFF**
 - **HIGH EXPECTATIONS AND ACCOUNTABILITY (IN PERSON AND REMOTE)**
 - **PROFESSIONAL DEVELOPMENT (WHAT IS NEEDED TO MOVE THE NEEDLE)**
- **SCHOOL COMMUNITY RELATIONSHIPS**
- **RESOURCE MANAGEMENT –RESPONSIBLE STEWARDSHIP**
- **FACILITIES/TRANSPORTATION/FOOD SERVICE**
- **EQUITY DRIVEN IN ALL PHASES**

LABOR MANAGEMENT

- **PURPOSE- MEETINGS SHALL BE FOR THE PURPOSE OF MAINTAINING COMMUNICATIONS IN ORDER TO COOPERATIVELY DISCUSS AND RESOLVE ISSUES OF MUTUAL CONCERN.**
- **CONSISTENT AND CALENDARED**
- **WHO ATTENDS?**
- **SHARED AGENDA – PRIORITIZE (BUDGET)**
- **SHARED MEETING RESULTS BE SURE TO INCLUDE NEXT STEPS**
- ***NOTE THESE MEETINGS OFTEN GIVE YOU A SENSE OF THE UPCOMING BARGAIN AND CAN RELIEVE SOME OF THE ITEMS BROUGHT TO THE TABLE***

FISCAL TRANSPARENCY

- SHARING OF ACCURATE FISCAL PICTURE AND RESOURCES
 - BOARD PRESENTATIONS
 - LABOR MANAGEMENT
 - WEBSITE, LOCAL MEDIA
 - CHARTS ,GRAPHS, LITERATURE



COMMUNICATION PLAN

- **DEVELOP A SYSTEM FOR**
 - **BEFORE**
 - **DURING**
 - **AFTER**
- **UNDERSTAND AUDIENCE**
 - **STAFF**
 - **PARENTS**
 - **COMMUNITY**
 - **ADMINISTRATION**
 - **BOARD**

BARGAINING TEAM DEVELOPMENT

- WHO IS ON THE TEAM?
 - LEAD
 - FISCAL , SPECIAL ED., T&L, BUILDING ADMIN., DEPT. DIRECTORS
 - DURATION
- HOW HAVE THEY PREPARED?
 - UNDERSTAND BARGAINING PROCESS
 - KNOW DISTRICT PRIORITIES / BOARD PARAMETERS
 - TABLE AND NON-TABLE BEHAVIORS
- HOW WILL THEY COMMUNICATE DISTRICT PROPOSAL? (EDUCATE)
 - GRAPHS, CHARTS, DATA
 - TONE
- HOW WILL THEY REPORT TABLE TALK?

DEVELOPMENT CONTINUED

- HOW WILL TABLE TALK BE COMMUNICATED?
 - TEAM TO SUPT.
 - SUPT TO BOARD
 - SUPT TO STAKEHOLDERS
- IMPASSE
 - COMMUNICATION
 - MEDIATION?
 - WORK STOPPAGE?



YOU SHOULD UNDERSTAND...

- YOUR COLLECTIVE BARGAINING AGREEMENTS
- THE PAST HISTORY OF LOCAL BARGAINING
 - LENGTH OF BARGAIN
 - TACTICS UTILIZED
 - ISSUES THAT MAY REMAIN
- RECENT LABOR MANAGEMENT TOPICS
- NEIGHBORING OR REGION TRENDS
- WEA BELIEFS
- PREVIOUS ADMIN. RELATIONSHIP
- MISSION /VISION / BOARD GOALS / PRIORITIES
 - HOW THEY WERE ESTABLISHED
 - WHEN WERE THEY ESTABLISHED
 - *ARE THEY STILL RELEVANT* WITH CURRENT RESOURCES AND ISSUES
- FISCAL DETAILS OF DISTRICTS
 - LEVY USE — CONSTRAINTS
 - ENROLLMENT TRENDS, PAST AND FUTURE
 - FEDERAL DOLLARS
 - PROGRAMS THAT ARE IN THE RED

RESOURCES

- COMMUNICATION TOOLKIT – WASA WEBSITE “ MEMBERS ONLY”
- BARGAINING MANUAL – WASA WEBSITE “ MEMBERS ONLY”
- CONTENTIOUS BARGAINING – STRIKE
- WSSDA – BUDGETING AND BARGAINING MANUAL
- ERNN
 - ON SITE VISIT SUPPORT AVAILABLE
 - WASA, WSSDA, AWSP AND IDEAL COMMUNICATION

SCENARIO 1

- YOUR DISTRICT IS CURRENTLY IN NEGOTIATIONS WITH YOUR TEACHER'S ASSOCIATION. THINGS HAVE BEEN PROGRESSING WELL, HOWEVER THE TWO SIDES STILL HAVE WORK TO DO AROUND COMPENSATION. A SMALL BREAK THROUGH WAS MADE AT THE LAST SESSION AND IT SEEMS AGREEMENT MAY BE REACHED SOON. YOU AND YOUR TEAM ARE EXCITED FOR TONIGHT'S SESSION.
- AT AROUND 6:30 YOU RECEIVE A CALL FROM YOUR LEAD NEGOTIATOR WHO IS DISCOURAGED. IT SEEMS ALL THE WORK CONCERNING COMPENSATION HAS BEEN DISRUPTED. THE UNION HAS PRODUCED AN EMAIL AND A QUOTE FROM A SCHOOL BOARD MEMBER THAT SEEMS TO CAST SOME DOUBT ABOUT THE DISTRICT FINANCES AND ITS MESSAGE. WHAT ARE YOUR NEXT STEPS?

SCENARIO 2

- YOU ARE ATTENDING YOUR FIRST BOARD RETREAT TO WORK ON DISTRICT GOALS AND VISION. THE SUBJECT OF BARGAINING COMES UP AND IT BECOMES QUICKLY APPARENT THAT THIS IS AN AREA THAT STRIKES A NERVE WITH YOUR BOARD. THE BOARD DEMEANOR AT THIS TIME IS THAT THEY ARE READY FOR A FIGHT AND WILL NOT SUCCUMB TO THE ASSOCIATIONS DEMANDS. MUCH OF THEIR OPINION IS BASED ON PERCEPTION AND WHAT THEY BELIEVE TO BE TRUE. A STATEMENT IS MADE THAT THEY DON'T CARE IF THE ASSOCIATION STRIKES THEY WON'T BE INTIMIDATED!
- HOW WILL YOU RESPOND? WHAT ARE YOUR NEXT STEPS TO MAKE SURE THAT A FAIR , PRODUCTIVE AND APPROPRIATE CLIMATE AROUND BARGAINING CAN BE MAINTAINED?

CLOSING THOUGHTS

- PREPARATION IS KEY.
- STAY ABOVE THE FRAY.
- KNOW AND COMMUNICATE EVERYONE'S ROLE.
- BE AWARE OF STATE WIDE TRENDS.
- PREPARE FOR TURBULENT TIMES.
- WALK AMONG THEM, STAY POSITIVE, STRIVE TO BUILD RELATIONSHIPS THAT ARE POSITIVE AND COLLOBORATIVE
- ONCE OVER MOVE FORWARD WITH MESSAGE OF APPRECIATION AND REFOCUSING OF WORK BACK TO STUDENTS
- LISTENING AND TRULY HEARING YOUR EMPLOYEES IS CRITICAL IN ALL ASPECTS OF BEING A SUPT.

- **REMEMBER THAT COLLECTIVE BARGAINING SHAPES THE WAY PUBLIC SCHOOLS ARE ORGANIZED, STAFFED, FINANCED AND OPERATED.**
- **THE IMPACTS +/- WILL BE FELT FOR A VERY LONG TIME.**

