

## Ross School District

*We are a K-8 community public school dedicated to excellence. Our mission is to build a solid educational foundation for all students while inspiring, guiding and challenging them to learn and reach out to the world with compassion, integrity and courage.*

### **ROSS SCHOOL BOARD OF TRUSTEE GOALS 2007 - 2008**

#### **Governance Area: Collective Bargaining**

**Rationale:** The board's role in collective bargaining is to ensure contracts are written which enhance the ability of teachers to provide motivated quality teaching and help administrators to manage and reward the teachers and all other employees who serve children. The contract is one more tool the board uses to achieve the district vision.

#### **Board Role:**

1. Understand the collective-bargaining process and become knowledgeable about the history of negotiations in the district
2. Understand the different approaches to negotiations
3. Understand the programmatic and fiscal implications of collective-bargaining contracts. Utilize and work with the Financial Advisory Committee.
4. Understand the importance of an effective communications plan and see that one is in place
5. Create a framework for negotiations by determining the district's approach to bargaining, deciding on the district's bargaining representatives and clarifying roles and responsibilities
6. Provide direction for initial collective-bargaining proposals by establishing specific collective-bargaining goals, priorities, positions or interests, and parameters which will help us achieve the district vision
7. Monitor contract negotiations and continue to provide policy direction throughout the process
8. Provide leadership if there is an impasse or strike
9. Vote on acceptance of the contract
10. Monitor administration of the contract and plan for future negotiations

▪ ***To focus on*** Articles X and XIV as per RSDTA and Board proposals.

▪ ***To focus on*** open contract negotiations with RSDTA for 2007-2008.

▪ ***To focus on*** analysis of classified staff salaries and future compensation increases.

**Board Liaison (s):** Elizabeth Robbins and Scott Chronert