





Together SPPS Achieves

Guiding Principles for Negotiations with Employee Labor Groups

We are working to provide an effective educational experience that inspires students to think creatively, pursue their dreams and change the world. To further those efforts, SPPS sets forth the following guiding principles:

WE BELIEVE IN:

<p>Professionalism</p>  <p>Honest, respectful and direct discussion and communications focusing on issues, not people or personalities</p>	<p>Pride in Excellence</p>  <p>Creating a school system in which families, staff and community can take pride</p>	<p>Fiscal Stewardship</p>  <p>Working within our budget to responsibly meet our financial and educational obligations</p>	<p>Student First</p>  <p>Promoting an inclusive culture focused on student growth and achievement</p>
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WE WILL ACCOMPLISH THIS BY:

- Providing clear, transparent and timely communication
- Establishing an annual guideline for negotiations among all employee groups
- Identifying district negotiation priorities in alignment with *SPPS Achieves*.
- Affirming our confidence in our Board designated negotiations team to represent the best interests of our students and District
- Committing to a sustainable, comprehensive approach to managing District budgets and programs
- Prioritizing what is best for our students

NEGOTIATION PRIORITIES FOR 2019-21

- Promote a safe and healthy environment for students, staff, families and community partners.
- Use results of a salary survey to better understand the competitiveness of our employee compensation .
- Advance a culture that is student focused, achievement driven, collaborative and professional.
- Work with the funds we have while maximizing revenue opportunities.
- Provide resources and flexibility for our schools to create successful learning environments for all students.
- Insist on fiscal sustainability as stewards of public funding