

## BOARD OF EDUCATION BARGAINING PRINCIPLES

2025 – 2027

(Approved by the Board of Education 07/23/2025)

1. **Improved Learning Results:** The overriding interest of the School Board is to create the conditions for delivering excellence and improved outcomes for all students. We commit to maintain the areas in which our programs and student results are already strong. In those areas where our performance does not meet our expectations, we must work with our employees to assure that our bargaining agreements foster significant improvement in student performance, especially in literacy and math, science and in our graduation rates. We are committed to demonstrating that appropriations are used to achieve that purpose in concrete measurable ways.
2. **Fair Compensation Within Our Means:** District 742 seeks to provide educational programs of recognized excellence. That goal requires us to attract and retain quality staff and to compensate them appropriately. District 742 is committed to providing the best possible compensation for our employees within the means provided by the State of Minnesota. Increased revenues should be used to foster effective instruction and results for students.
3. **Sustainable Budgeting/Sustainable Settlements:** Our commitment to maintaining quality programs and reasonable class sizes prohibits that we use budget cuts or unsustainable funding sources to fund increased compensation. We cannot increase the total cost of compensation faster than the increases in state funding permits. Cutting programs, thereby hurting students and families, is not an acceptable or effective mechanism to accomplish the objective of funding settlements.
4. **Open and Honest Bargaining:** District 742 is committed to open and honest bargaining with its employees. To this end, we endeavor to provide complete information regarding the state of our budgetary capabilities. We expect also that the representatives of staff will provide accurate information to their members.
5. **Public Entitled to Information:** The decisions that are made in the bargaining context have major public policy implications. For this reason, the public is entitled to regular information on bargaining progress and the policy and financial implications of positions of the parties.
6. **Language Items:** We evaluate language proposals based on the following principles. (1) Proposals must be fully costed and the costs must be included in the costing of the total package (2) We do not accept language proposals that subject us to costs that cannot be predicted and controlled. (3) All costs of language proposals must be paid out of the year during which they accrue. (4) Contract language should foster a sense of fairness amongst employees and contribute to a positive and supportive work environment. (5) Language should be clear and unambiguous. (6) Language items that impact the way we deliver services must be fully vetted through the cabinet and discussed with administrators to make sure that it does not interfere with our ability to deliver quality programs. (7) Both bargaining partners should work to adopt language items that engenders respect and support for employees within the community and amongst other employees; (8) Our agreements should be consistent with our overriding objective to achieve excellence in learning.