

Preparation and Strategy for Negotiations

1. Determine the Board's and Administration's goals for negotiations.
 - A. Review the contract and identify concerns.
 - B. Are there changes you want to make in operations that require contract language?
 - C. Does it make sense to advance a topic we know they will reject?
2. Brainstorm on the issues and or topics that you think the teachers will bring to the table.
 - A. Issues and complaints brought forward by teachers since last negotiations session.
 - B. How is the District currently addressing those concerns?
 - C. Can a solution be found through Board or Administrative policies?
 - D. Review topics from last negotiations session that didn't get resolved.
3. Determine the ground rules that you would prefer to use for negotiations.
 - A. Meeting locations and times.
 - B. Tentative Agreements - 100% agreement or something else.
 - C. Sharing of information - what process and to whom.
 - D. Should the meeting be recorded and should they be broadcast?
 - E. What is the cutoff date for new topics to be brought to the table?
4. Determine who will be negotiating for the Board.
 - A. Administrations role.
 - B. Using an outsider as opposed to Board members.
5. Salary
 - A. How much would you like to offer current staff?
 - B. How much do you think you need to offer to attract the teachers you need?
 - C. Don't get trapped into negotiating the District's budget?