

PUSD Negotiations Philosophy

February 15, 2011

The purpose of this letter is to communicate our commitment to the Negotiations Process, especially as we continue to navigate the current difficult financial challenges. We believe it is very important to have a positive dialogue with our employee organizations as we negotiate employee contracts. We value the relationship that we have with our employees and appreciate the contributions that employees make on a daily basis. We are committed to having a positive bargaining relationship and we believe we can find a balance between the needs of our employees and the operational needs of the District. Because of this commitment, we believe it is important to state how the District will approach negotiations issues. We commit ourselves to the following negotiations principles and practices:

Emphasis on Student Learning and Student Success

Our goal and responsibility is to provide our students with the strongest educational program possible. We will evaluate each negotiations issue by asking ourselves the question: "How will this issue affect the educational services for our students?" Contract language accepted today can affect the educational program for generations to come and we believe we have the responsibility to ensure that all contract language will serve the students in a positive manner well into the future.

Fiscal Responsibility

We believe it is our responsibility to spend the funds entrusted to us to obtain the greatest educational opportunities for our youth. We must also protect and preserve the fiscal health of the District while maintaining a prudent reserve. To achieve these ends and to maintain the public trust, we will engage in clear, honest and open dialogue with all stakeholders in a professional, cooperative and problem solving approach.

Long Term Stability

We believe in the long term stability of quality programs, leadership, teachers and classified staff is essential to the long-term success of our students and District.

Principled Relationship with Employee Bargaining Units

We believe in principled relationships and meaningful negotiations with employee groups that advance student achievement, employee interests and the District's core values.