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DISTRICT STRATEGIES

1. **Educate the staff, community and associations about district's budget, fiscal decisions and state K-12 funding.**
2. Attempt to **maintain positive relationships** with your associations before, during and after negotiations.
3. **Be honest with your communications.** Let your constituents know:
 - ✓ What programs have been modified
 - ✓ What class size levels have been increased in order to pay for the settlement
 - ✓ What administrative and classified may have been eliminated, and the number of certificated staff that may not have been hired to fill open positions created by normal attrition
4. **Complete the following before you bargain in 2007**
 - ✓ Develop comparables with peer districts (Eduportal-comp. data)
 - ✓ Review the CBA- identify District needs and issues
 - ✓ Make sure your Board is "on board"
 - ✓ Establish mile posts on the District bargaining timeline
 - ✓ Formulate a communications plan (Eduportal)
 - ✓ Develop your economic parameters early
5. **Plan to agree to solutions that are interest based** and do not violate your parameters. Charge account bargaining will lead to high interest rates in future years.
6. Be prepared for "**work to rule**" and other labor disruptions during 2007.
7. **Work with your neighboring districts** so that you will not become isolated and find your District agreeing to a settlement that may negatively impact other districts in your area.
8. Remember; **NO** is a legitimate response to a proposal that you do not want (loss of management rights) or that you cannot afford (fiscal responsibility). Provide rationale when saying **NO**.
9. Utilize the resources and networking ability of ERNN, WASA, WSSDA and AWSP. Contact these organizations with your specific concerns.
10. **The District must be pro-active and NOT reactive during negotiations**