

District Interest Statements

December 3, 2024

Article 1 - Definitions

The district bargaining team seeks to ensure that Article 1 provides clear, comprehensive, and mutually understood definitions that serve as the foundation for effective *collaboration* and *operational clarity*. By establishing precise terminology, we aim to *minimize misunderstandings* and support *consistent application of the agreement* across all departments. Our goal is to create a shared understanding of language that reflects the needs and interests of both parties, fostering a positive and productive working relationship.

Article 2 - Organizational Rights

The district bargaining team values fostering a collaborative, transparent, and respectful relationship with JESPA, grounded in mutual understanding and shared goals. Our interest in this article is to ensure organizational rights are implemented in a manner that supports *operational efficiency*, *supports continuity for students and staff*, and *maintains clear communication protocols*. We aim to balance the association's rights with the district's ability to manage resources and deliver quality educational services while respecting legal and contractual obligations. The goal is to maintain a partnership that enhances workplace harmony and aligns with the district's mission to serve students effectively.

Article 4 - Work Assignments

The district bargaining team recognizes the importance of *fair*, *transparent*, and *equitable* work assignment and promotional practices that align with the district's values and operational needs. We are committed to a process that provides *clear communication*, *fosters professional growth*, and *upholds employee rights* while meeting the district's goal of *hiring and retaining the best-qualified candidates*.

Article 6 - Compensation

The district bargaining team recognizes that fair and competitive compensation is essential to *attract, retain, and support* a skilled and dedicated workforce. We value the contributions of all employees and aim to establish a compensation structure that is *equitable, transparent, and reflective of employees' experience, skills, and longevity*. Through collaboration, we aim to refine and enhance the policies outlined in Article 6 to support a high-performing and motivated workforce while ensuring alignment with the district's operational goals and budgetary constraints.

Article 7 - Benefits

The district recognizes the importance of supporting the *health, well-being, and financial security* of its employees through a *comprehensive* benefits package. In order to ensure access to vital healthcare and other essential benefits, the district provides a range of programs that meet the needs of employees. These benefits, which include *medical, dental, and vision* insurance, as well as *disability and life* insurance, reflect the district's commitment to the overall wellness of its staff. By offering these comprehensive benefits, the district affirms its commitment to a *supportive, healthy, and stable* work environment for all employees.

Article 10 - Corrective Action

The district bargaining team is committed to a fair and equitable process when addressing employee performance and behavior concerns. Our focus for Article 10 is to ensure that corrective actions are implemented in a manner that upholds employees' rights, promotes fair treatment, and fosters an environment of growth and improvement highlighting *due process and just cause, progressive discipline and performance management, employee development, and equitable treatment*.

Article 12 - Grievances

The district bargaining team recognizes the importance of a clear and structured grievance process that provides a fair, timely, and efficient method for resolving

perceived violations of the agreement between employees and the district. This process is essential in maintaining a positive working environment and upholding the rights of all employees. Our primary interests in Article 12 are *resolving concerns and issues at the lowest level, fair and accessible processes, timely resolution, access to information, and protection of employee rights*. We are committed to ensuring that grievances are handled fairly, efficiently, and with respect for the rights of employees, in order to maintain a productive and harmonious work environment.

Article 13 - Transportation

The district bargaining team values the essential work performed by transportation employees and is committed to ensuring fair compensation, clear procedures, and support for professional development. Our key interests in Article 13 focus on the *equitable treatment of transportation employees, fostering job stability, and maintaining transparency in the management of routes and responsibilities*. We aim to maintain a safe work environment where transportation employees are fairly compensated, have stable work schedules, and have opportunities for professional growth and development.

Article 16 - Food Service

The district bargaining team is committed to supporting the essential work performed by Food and Nutrition Services (FNS) employees, ensuring that they are *properly compensated, trained, and supported in their roles*. Our key interests in Article 16 focus on *promoting professional development, providing adequate resources and support, and ensuring a safe working environment* for FNS employees. By addressing these key interests, we strive to maintain a positive, productive, and safe work environment for all Food Service employees.