



BSD#7 LRSP Strategic Objective ACTION PLAN: 2010-11

2.12 HR Successfully Negotiated Agreements

Action Plan Projected Completion Date: On-Going	Leader: Human Resource Director Team Members: Certified Bargaining Team Classified Bargaining Team
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Strategic Objective (SO): 2.12 Successfully negotiate and maintain employment agreements aligned with the core ideology of the district.

Evaluation Plan: (Describe steps you'll take to determine if you've reached your strategic objective.) The District successfully negotiates employment agreements with the Classified and Certified Employee groups that aligns with the core ideology of the district.

Best Practice Investigation: (What information is uncovered looking at best practice in relation to your strategic objective?)

Action Steps	Who?	Timeframe
What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who will be responsible for what actions?	What is a realistic timeframe for each action?
1. Develop a timeline for negotiations based on current collective bargaining contracts.	1. HR Director	1. October 2010
2. Develop negotiation objectives around the core ideology of the district.	2. Executive Committee	2. January 2011
3. Successfully negotiate with the Classified and Certified Employee groups to secure follow on contracts.	3. District Negotiations Teams	3. May 2010
4. Evaluate the negotiations process against the objectives and core ideology.	4. District Negotiations Teams	4. August 2010
5. Continue successful future negotiations	5. District Negotiations Teams	5. On-Going

In a year, we hope to see the following progress on this strategic objective: Successful negotiations that lead to continuing contracts which reflect the core ideology of the district.