



## BSD#7 LRSP Strategic Objective ACTION PLAN:

### 2.05 HR Negotiate Agreements 2012-13

**Strategic Objective (SO):** 2.05 Negotiate employment agreements in alignment with District Core Values.  
**Topic of Strategic Objective (SO) e.g., Math, PEAKS, etc.:**

**Leader:** Human Resources Director  
**Team Members:** Certified Bargaining Team, Classified Bargaining Team

**Action Plan Projected Completion Date:** On-Going

**Evaluation Plan:** *Describe steps you will take to determine if you have reached this strategic objective.* The District successfully negotiates employment agreements with the Certified and Classified Employee groups that align with the core ideology of the District.

**Best Practice Investigation:** *What information is uncovered looking at best practice in relation to this strategic objective.* N/A

Action Steps What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who Who will be responsible for what actions?	Timeframe What is a realistic timeframe for each action?
1. Develop timelines for negotiations based on current collective bargaining contracts.	1. HR Director	1. November 2012
2. Develop negotiations objectives around the core ideology of the District.	2. Executive Committee/Board of Trustees	2. January 2013
3. Successfully negotiate future contracts with the Certified and Classified Employee groups.	3. District Negotiations Teams.	3. May 2013
4. Evaluate the negotiations outcomes against District objectives and core ideology.	4. District Negotiations Teams.	4. August 2013
5. Continue successful future contract negotiations.	5. District Negotiations Teams.	5. On-Going

**Progress expected by the end of the year:** Successful negotiations resulting in Collective Bargaining Agreements that reflect the core ideology and Long Range Strategic priorities of the District.