



**GUIDING PRINCIPLES FOR COLLECTIVE
BARGAINING
FOR
WILD ROSE PUBLIC SCHOOLS**

The Wild Rose Public School Board believes that filters should be used to evaluate all collective bargaining positions tabled by the union/association. All filters/lenses should be met for a bargaining proposal to satisfy the board's general mandate.

STUDENTS

To continually seek out system improvements that will ensure we provide the best quality education for the children we serve as demonstrated by measurable improvements in learner success.

COMMUNITY

To ensure that the community we represent (parents, ratepayer, etc) receives quality educational programming and services with access to opportunities and improvements in future years.

TRANSFORMATION OF THE K-12 EDUCATION SYSTEM

To ensure that when called upon the Wild Rose Public School Board is unencumbered and able to respond to the transformation initiatives of the Government of Alberta for improving the Alberta K-12 education initiative.

SYSTEM MANAGEMENT

To ensure that government and the administrator's of the education system retain the flexibility required to effectively and efficiently manage the system and flexibility required to make the best educational decisions for the children within Wild Rose Public Schools.

FISCAL RESPONSIBILITY

To ensure that the Wild Rose Public School Board remains fiscally responsible by living within the funding currently provided and that decisions made today affecting the system's financial well being are sustainable in the future.

FAMILY OF SCHOOL BOARDS

To ensure that any settlement reached by the Wild Rose Public School Board respects and supports the interests of our family of school boards to the best of our ability.

FAIR AND REASONABLE SETTLEMENT

To ensure that the Wild Rose Public School Board is able to recruit and retain the quality and quantity of employees needed to deliver the best education for the children we educate while remaining competitive on a 'total compensation basis' within our 'marketplace'.

EQUITABLE SETTLEMENT

To ensure that the Wild Rose Public School Board is able to demonstrate an equitable settlement by identifying improvements for both the students we serve, as well as the employees we employ.

TRANSPARENCY IN COLLECTIVE BARGAINING

The Wild Rose Public School Board will ensure transparency during the collective bargaining process by keeping stakeholders apprised of issues, developments, decisions and assessed impact on the education system.

RELATIONSHIP

Recognizing that relationships with employees are developed and sustained over the course of the employment relationship, the Wild Rose Public School Board will be cordial, respectful, courteous and engaging in its interactions with employee representatives in the collective bargaining process.
