

Interest Statements guiding the Bargain

The TEA and TPS bargaining teams spent their first five sessions setting the norms of our upcoming work. Agreements were reached on the bargaining calendar, behavioral norms, and a joint commitment to begin unpacking the issues underlying each of our interest statements through the utilization of interest-based bargaining strategies. The two teams also spent one of the sessions in joint interest-based training provided by *Federal Mediation and Conciliation Services*. We have also shared and discussed alignment of our respective interest statements.

TEA's 2011 bargaining interest statements are:

1. We have an interest in optimal workloads for professionals in order to support and educate Tacoma Public School students.
2. We have an interest in generating teacher hiring and transfer processes that are fair, open to external scrutiny and understood by all parties concerned.
3. We have an interest in affordable benefits that protect ourselves and families and compensation so that staff members do not have to work more than one job to support themselves and their families.
4. We have an interest in having equal resources available to all schools including: Support Specialists, elective offerings, Vocational Education programming and technology access. We have an interest in schools being able to hire qualified teachers interested in working in buildings which offer district supported special programs.
5. We have an interest to ensure that people are working in jobs for which they are certified and/or classified.
6. We are interested in ensuring the District administration follows the agreed upon language of the contract in all interactions with district employees.
7. We have an interest to have appropriate preparation time in order for teachers to provide their students with worthwhile learning experiences each day.
8. We have an interest in quality evaluations of education professionals. A well-designed and reliable evaluation can be a support to the individual being evaluated, provide quality information to the supervisor, and impact future decisions.
9. We have an interest to have the district honor, respect and value all employees.
10. We have an interest in increasing teacher voice with regard to instruction, academic freedom and material selection used to improve student learning.
11. We have an interest in quality and flexible professional development opportunities support by the District.
12. In order to continue collaborative work between educational employee and the district, there is an interest in clear and transparent contract language to help guide the process when dealing with employee discipline.
13. We have an interest in creating and maintaining safe and creative classroom environments that optimize student learning.

TPS's 2011 Bargaining Interest Statements are:

1. The District has an interest in placing staff in positions that honor their choice and results in enhanced student learning.
2. Evaluation systems should have measurable outcomes and promote professional growth and student learning.
3. The District has an interest in supporting each building's decision making process to promote the school board's defined mission.
4. The District has an interest in a professional development program that is supportive of student growth and achievement.
5. The District has an interest in establishing class sizes and ratios that assure continued student achievement with due consideration of District financial and program needs and teacher ability.
6. The District has an interest in maintaining a competitive compensation package for teachers that provides financial security for both teachers and the District.
7. The District has an interest in a District calendar that maintains flexibility and reflects careful consideration of the interests of parents, staff and the District and maintains a focus on student learning.