



# Snoqualmie Valley

## *Public Schools*

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### **Collective Bargaining Aspirations/Goals:**

- The settlement will provide for a fair and reasonable compensation for our teachers.
  - *i.e. compensation, work conditions*
- The settlement will be fiscally manageable, and threaten neither the short nor long term financial health of the district.
  - *i.e. we must be able to pay for the settlement without comprising program, infrastructure, or fiscal stability.*
- The settlement will enhance, and at a minimum not compromise the educational experience of our students.
  - *i.e ensure that the well-being of our students is not compromised*
- The settlement will not compromise priorities of the Strategic Plan, allowing us to maintain positive momentum and continue to advance priority school and district improvement initiatives.
  - *i.e. we will look for opportunities leverage issues into opportunities.*
- The settlement will aid management in the effective and efficient administration of the collective bargaining agreement.
  - *i.e. administrators, principals, and assistant principals are responsible to lead for excellence within the bounds of the collective bargaining agreement.*
- Keep the “end” in mind.
  - *i.e. upon achieving a settlement, we return to the work of caring for and educating our children; work that will most positively impact the student if we are able to sustain a constructive, trustful, collaborative, and amicable culture.*