

# A Three-“Cores” Meal: Core Values & Collective Bargaining

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# Your chef today...



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**Appetizer**  
**Mission & Core Values**  
**as an Employer**



**Entree**  
**Core Values in**  
**the Collective Bargaining**  
**Agreement**



**Dessert**  
**Core Values in**  
**the Bargaining Process**

**A Three-“Cores”  
Dining Experience**

**BUT FIRST, TO WHET OUR  
APPETITES, WE ASK  
OURSELVES...**

**WHAT ARE CORE VALUES?**

# Core Value

- **fundamental belief of a person or organization**
- **guiding principle that dictates behavior**
- **can help shape decisions**
- **one word or a two-word phrase**
- **for an organization, might be found in a mission statement**



**What might some of your districts' core values be?**

**Appetizer**

**Mission & Core Values  
as an Employer**



**Entree**

**Core Values in  
the Collective Bargaining  
Agreement**



**Dessert**

**Core Values in  
the Bargaining Process**

**TIME TO DIVE  
INTO OUR  
MEAL!**

Your First “Core”

**Appetizer**  
**Mission & Core**  
**Values as an**  
**Employer**



# Core Values

Districts  
often  
to  
values  
terms  
STUDENT

The core values you mentioned in the earlier discussion—how might they play out for your district as an employer?

Employer.

**Entree**

**Core Values**

**in the Collective**

**Bargaining**

**Agreement**

Your Second  
“Core”

# Example: Chevak

**Kashunamiut SD Mission:** The Kashunamiut School District, school and community, while ensuring respect for all cultures, will provide the best education possible for the students to graduate, enabling them to successfully learn and grow in any environment.

**KSD/Chevak ESPA CBA: Subsistence Leave**  
Classified employees may utilize subsistence leave for culturally-important events not to exceed eight (8) days during the calendar year.

# Example: ASD

**Anchorage School District Mission:** By instilling the value of learning, and teaching the skills necessary for social and academic success, we will develop lifelong learners who are responsible, productive members of their families and the community.

**CBA:** Three (3) days per quarter will be provided to each Special Education member and Related Services personnel for the purpose of performing the varied tasks and responsibilities specific to delivery of services to students with disabilities, including but not limited to meetings, testing and evaluation, data collection, paperwork, collaboration, child find duties, and consultation. This time is separate and distinct from regular planning time.

Your Third “Core”

**Dessert**  
**Core Values in**  
**the**  
**Negotiations**  
**Process**

# Negotiations & Bargaining

## Ground Rules & Core Values

Unless your bargain is explicitly **interest-based**, the focus can often be on Ground Rules, which are what the parties **can and cannot do**. This is the **bare minimum** for the parties, and we can think about the ways both parties can adhere to their respective organization's core values.

## Goals? Core Values Discussion?

There are lots of ways this could look. By having a **conversation amongst both parties** about core values (individual & organizational), the group as a whole becomes centered in **what connects them**, grounding future discussions.

# How might you replicate this recipe in your home kitchen?

- Core Values
- Negotiations Process
- Collective Bargaining Agreements
- Beyond Ground Rules
- Next Steps

# Thank You.

Any questions? Final thoughts?

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