

Labor Relations- Action Plan - SY 2023-24 - SY 2025-26
Chief: Dr. John Mayo - Director Of Labor Relations: Stephanie Maltz

Goal #1	Collective Bargaining		
Strategic Plan Goal Area	Operational Excellence		
Strategic Plan Performance Objectives	PO-OE-1-Organizational operations will continuously improve their effectiveness as measured by identified KPIs.		
Baseline Data	No baseline data since the first collective bargaining agreement between APS and administrative personnel became effective as of August 1, 2023.	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
By July 1, 2026, obtain School Board approval for collective bargaining agreements with administrative, licensed, and support personnel.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By July 1, 2024, obtain School Board approval for a 3-year successor collective bargaining agreement with administrative personnel, a 3-year initial collective bargaining agreement with licensed personnel, and a 2-year initial collective bargaining agreement with support personnel.		
Annual Performance Goal Year 2 (2024-25)	By July 1, 2025, 90% compliance with response time to allegations of violations of the existing collective bargaining agreements in accordance with the timelines within the collective bargaining agreement or required by Virginia Code.		
Annual Performance Goal Year 3 (2025-26)	By July 1, 2026, obtain School Board approval for a 3-year successor collective bargaining agreement with support personnel.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-OE-5-Systematically improve the quality of organizational operations		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Soliciting and offering initial bargaining proposals	Aug - Oct 1	Director of Labor Relations & Labor Relations Specialist	Chief of Operations will receive updates from Director of Labor Relations during 1:1 and team meetings
Bi-weekly meetings with administrative, support, and licensed personnel.	Oct 1 - June		
Determination of which topics are subject to the impasse process	March 1		

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Compliance with impasse process timelines		March 1-June 1	
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-OE-7- Human Resources KPIs		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Existence and exchange of proposals, Internal trackers documenting proposal status	reaching a tentative agreement to be ratified by Exclusive Representative members prior to approval by the School Board		