

Labor Relations- Action Plan - SY 2025-26 - SY 2027-28
Chief: Brian Stockton - Director Of Labor Relations: Stephanie Maltz

Goal #1	Collective Bargaining		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace climate and staff engagement		
Baseline Data	No baseline data since the first collective bargaining agreement between APS and administrative personnel became effective as of August 1, 2023. The collective bargaining agreement between APS and licensed personnel became effective July 1, 2024. The collective bargaining agreement between APS and support personnel became effective July 1, 2024.	Identify if goal is required based on state or federal requirements, or other guidelines	(Enter)
3 Year Performance Goal			
By July 1, 2027, there will be successor collective bargaining agreements in place with administrative, licensed, and support personnel.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By July 1, 2026, there will be a 3-year successor collective bargaining agreement with administrative personnel and support personnel. There will also be updated collective bargaining agreement language on wage increases for licensed personnel.		
Annual Performance Goal Year 2 (2026-27)	By July 1, 2027, there will be a 3-year successor collective bargaining agreement with licensed personnel and updated collective bargaining agreement language on wage increases for support personnel if required by reopener language.		
Annual Performance Goal Year 3 (2027-28)	By July 1, 2028, there will be updated collective bargaining agreement language on wage increases for support personnel if required by reopener language.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SCW-3.2-Engage staff in providing input, feedback, and continuous improvement of APS employee total rewards package (i.e. compensation, benefits, flexibilities).		
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 personnel. Reopener negotiations on wages and paid parental leave for licensed and support personnel.	Oct 1 - June		
Determination of which topics are subject to the impasse process for administrative personnel.	March 1		

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Compliance with impasse process timelines for administrative personnel.		March 1-June 1		
Progress Monitoring				
Strategic Plan - Measures - To determine if goal was achieved		Strategic Plan - Key Performance Indicators		
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		