

JOINT STATEMENT OF PRINCIPLES

between

MADISON TEACHERS INCORPORATED and
MADISON METROPOLITAN SCHOOL DISTRICT

Madison Teachers Incorporated ("MTI") and the Madison Metropolitan School District ("MMSD" or "the District") (together, "we," "us," "our," or "the Parties") have a shared interest in the success of MMSD students, the climate and culture within the District (including diversification of staff and a thriving workforce), and the long-term viability of public education in Madison. While we share these goals, there are areas of challenge and conflict around how to achieve these goals.

We recognize that how we discuss and resolve these differences matters. Therefore we agree to adopt a Collaborative Problem Solving framework for such discussions. The goal of collaborative work is to address challenges and make positive change happen while minimizing conflict that weakens collective support for public education in our community.

Both MTI and MMSD have new leadership, supported by skilled and knowledgeable people with a long history within their respective organizations. We recognize that it is in our best interests to define and set guidelines on how collaboration between MTI and MMSD should happen. To that end, we commit ourselves and our organizations to the following principles, to be applied in our collective bargaining process and all other problem-solving discussions:

1. **Meeting times** are collaboratively set and support timely action on issues.
 - a. Whenever possible, the Parties will set regular, reoccurring meeting times.
 - b. The Parties will prioritize established meeting times.
 - c. Meetings are scheduled with sufficient time for MTI and MMSD to each discuss agenda items internally and obtain feedback from stakeholders.
 - d. Crisis-driven meetings are discouraged; instead, the Parties will seek to anticipate upcoming issues and bring them to the forefront for discussion before a crisis arises.
2. **Agendas** are collaboratively created.
 - a. Proposed agendas and relevant documents are circulated prior to the meeting with sufficient time for suggested changes/additions, and to allow participants to prepare and acquire necessary information to make the meeting productive.
 - b. Agenda items are clear and focused.
 - c. Meeting objectives are clearly articulated to participants.
3. **Decision-makers** are present at meetings.
 - a. Representatives of each Party attending meetings will have

- appropriate decision-making authority and stake in the outcome.
- b. Representatives of each Party attending meetings will have a commitment to and accountability for decisions made in meetings.
- 4. **Discussions** are focused, action oriented, and operate under collaboratively established norms and working agreements.
 - a. We recognize that we share common goals and interests.
 - b. We recognize that each Party comes to the meetings with valuable information and perspectives to contribute to the discussions.
 - c. Working agreements and norms will be established to support collaboration, problem solving and open communication.
- 5. **Outcomes** of each meeting are clearly stated, with plans for communication and next steps collaboratively developed.
 - a. Prior to the conclusion of a meeting, outcomes and next steps are mutually identified and articulated.
 - b. A summary of each meeting will be provided to participants. The summary will include action items, identification of the persons responsible for action items, and timelines for completion of same.

In sum, we commit to honesty, transparency, and timeliness in our communications with one another, as well as to respectful, fact-based communications about one another with third parties (especially the public). If Collaborative Problem Solving training is offered, participants from both MTI and MMSD will be invited.