

## 2021-2022 DISTRICT GOALS ACTION PLAN

**BOE GOAL:** The BOE will complete a new Collective Bargaining agreement with the Northern Highlands Education Association (NHEA)

Major Activities	Board/staff	Resources	Constraints	Timelines	Indicators of Success
1 Identify and train new Negotiations Committee members	BOE Superintendent	BOE President/VP BOE, Superintendent	Time	Sept 2021	New Negotiations Committee Members Chosen Completion of Training
2. Engage in professional development on negotiations best practices	BOE Superintendent	BOE Negotiations Committee NJSBA District Labor Attorney	Time, Financial	Sept 2021 – January 2022	Completion of Professional Development
3. Meet with NHEA on mutually agreed upon dates	BOE, Negotiations Committee, BA, Superintendent	BA, District Labor Attorney Superintendent	Time Financial	Dec 2021 – Completion of Contract	Schedule of dates to meet
4. Settle Contract with NHEA Unit	BOE, Negotiations Committee, BA, Superintendent	BA, District Labor Attorney, Superintendent	Time, Financial considerations	TBD	MOA with Supervisors

5. BOE approval of agreement with NHEA	BOE members	BA, District Labor Attorney, Superintendent	Time	30 days after MOA	Approval of MOA
6. Communicate with public on contract status and settlement	BOE Negotiations committee	BA, District Labor Attorney, Superintendent	Time	After BOE approved CBA	Press releases

