Any settlement reached with employees or their bargaining agent must comply with the following guiding principles as established by the Board:

1. **Student Welfare:** The Employer is responsible to ensure that the best educational opportunities are provided for our children and youth.
   - Ability to meet the class size recommendations as specified by ACOL in the time frame established by Alberta Learning
   - Ability to offer a broad range of courses
   - Ability to provide appropriate instructional services and supports

2. **Administrative Flexibility:** The Employer must maintain the flexibility to meet the diverse needs of students.
   - The agreement will not contain any clause that limits the Employer’s ability to manage

3. **Fiscal Responsibility:** The Employer is accountable for budgeting education funding, provided on behalf of students, in a prudent and responsible manner.
   - Ability to maintain long range priorities and plans established by the employer
   - Ability to ensure a balanced and sustainable budget

4. **Staff Attraction and Retention:** To ensure that the school board is able to recruit and retain the quality and quantity of employees needed to deliver the best education for the children we educate while remaining competitive on a ‘total compensation basis’ within our ‘marketplace’.

5. **Relationship:** Recognizing that relationships with employees are developed and sustained over the course of the employment relationship, the school board will be cordial, respectful, courteous, and engaging in its interactions with employee representatives in the collective bargaining process.

6. **Transparency in Collective Bargaining:** The school board will ensure transparency during the collective bargaining process by keeping stakeholders apprised of issues, developments, decisions and assessed impact on the education system.

7. **Provincial Awareness:** Consideration of the impact our settlement has on other jurisdictions