

**NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT**  
**CORE VALUES FOR COLLECTIVE BARGAINING**

**1. Student Focus –**

*The District believes in and promotes student success for ALL and will look for ways to maximize student achievement. The District strives to continually improve student outcomes through enabling teacher effectiveness. The District is committed to closing the achievement gap to ensure that ALL students have a great foundation for success and they will leave our schools college and career ready with 21<sup>st</sup> Century skills.*

**2. Professional Practices –**

*The District believes that quality professional practices will promote pride in our district. The District believes in hiring, retaining and supporting quality teachers and other staff. The District is committed to providing all staff members with a variety of opportunities for continuous learning, reflective practices, coaching support, and other forms of professional growth.*

**3. Balanced Investment –**

*The District believes in a balanced investment in students, programs, employees and operations resulting in improved student outcomes. The District allocation of resources must be deliberate, realistic and ensure the long-term fiscal solvency for the benefit of students and the District community.*

**4. Constructive Communication –**

*The District believes in building positive relationships based upon mutual respect, integrity, transparency and a collective responsibility with all stakeholders. The District is committed to a productive, collaborative, problem-solving collective bargaining process that focuses on the issues, using information and data to inform decision-making which fully aligns, and is in support of, our core values.*