**Interest-Based Bargaining Institute**

The Massachusetts Education Partnership’s Interest-Based Bargaining Institute offers training and facilitation to school districts wishing to transform the way they engage in collective bargaining. The Institute’s IBB program was developed to provide an alternative approach for collective bargaining and consists of one day (8 hours) of training. A number of exercises and bargaining simulations keep the participants actively involved. At the end of the training session, the parties will be asked to caucus as separate teams and decide whether to adopt IBB for their upcoming negotiations. The caucuses provide an opportunity for the teams to surface concerns they may have and bring them back to the full group and the trainer to be addressed.

If the parties mutually agree to proceed with IBB then MEP‘s IBB Institute provides one day (8 hours) or two half-days (4 hours each day) of facilitation. The facilitation day(s) is designed to move the parties directly into their negotiations and deepen their IBB knowledge and experience.

An interest-based approach to bargaining results in outcomes that meet the needs of both parties and enable labor and management to work together more effectively on their shared mission of advancing student success. The goals of IBB are to:

* Deal with lingering issues and concerns that may have been an impediment to prior productive negotiations;
* Communicate effectively and efficiently;
* Focus on the future rather than the past;
* Resolve issues with dignity; and
* Create a team learning climate of trust and openness; and, enhance the probability of “successful” negotiations in a timely and effective manner.

In order to be eligible for this training and facilitation program, all members of the labor and management negotiating teams must agree to participate. In addition, it is strongly recommended that school committee members and association/union executive board members who will not be at the table attend Day 1 so they will understand the process the parties will use to reach agreement. The teachers’ organization, administration and school committee must confirm in writing their support for participation in the training program.

All school districts in the Commonwealth are eligible to apply for MEP’s IBB training program. During the 16-hour training/facilitation program, the parties are expected to provide a training facility with projection equipment for a PowerPoint presentation, printed copies of the IBB manual, flip charts and markers, name cards, space for small group breakout sessions and food.

Parties seeking to participate in the MEP’s IBB training program must complete the application form. The School Superintendent; the School Committee Chair, or his or her designee; and the President of the Teachers’ Organization must sign the form. The signed form may be emailed to LaVonia Montouté, Program Manager at [lmontoute@renniecenter.org](mailto:lmontoute@renniecenter.org).

*The cost of two days of training and facilitation, inclusive of travel, is $3,500.*

**Application for Interest-Based Bargaining Training**

School District (Name): Click or tap here to enter text.

Communities served: Click or tap here to enter text.

Bargaining Unit: Teachers Support Staff Administrators

Contract expiration date: Contract expiration date

Bargaining for successor agreement will begin (date): Click or tap to enter a date. .It is recommended that the bargaining for a successor agreement begin in the fall rather than in the winter or spring, which has usually been the custom.

Prior IBB Training:date/ Insert name of trainer

**We, the undersigned, agree to participate in the MEP’s IBB training and seek to have our school district participate in the interest-based bargaining training offered by the Massachusetts Education Partnership.**

SCHOOL COMMITTEE CHAIR/CONTACT

Name: Click or tap here to enter text.

Address: Click or tap here to enter text.

Telephone: (   )   -     Fax: (   )   -

E-Mail: Click or tap here to enter text.

Signature:

SCHOOL SUPERINTENDENT

Name: Click or tap here to enter text.

Address: Click or tap here to enter text.

Telephone: (   )   -     Fax: (   )   -

E-Mail: Click or tap here to enter text.

Signature:

ASSOCIATION PRESIDENT/UNION CONTACT

Name: Click or tap here to enter text.

Address: Click or tap here to enter text.

Telephone: (   )   -     Fax: (   )   -

E-Mail: Click or tap here to enter text.

Signature: