



ABC UNIFIED SCHOOL DISTRICT  
AND THE ABC FEDERATION OF TEACHERS  
CHARTER STATEMENT



The following Mission Statement, Principles and Behaviors represent the collective guiding statements of the ABC Unified School District and the ABC Federation of Teachers who have agreed to partner in improving student achievement.

**Mission Statement:**

The ABC PARTNERSHIP is a collaborative effort to improve student achievement and to enhance the teaching and working environment for faculty, staff, and administration through the institutional partnering of colleagues in the ABC Unified School District and the ABC Federation of Teachers. Faculty and administration should have a voice in those decisions that reflect the collaborative efforts of the PARTNERSHIP emphasizing a common understanding of the issues, joint research, sharing of information, mutual respect, and working together to ensure each other's success.

**Principles:**

The following guiding principles of the Partnership are critical to our long term success:

- All students can succeed and we will not accept any excuse that prevents that from happening in ABC. We will work together to promote student success.
- All needed support will be made available to schools to ensure every student succeeds. We will work together to ensure that happens.
- The top five percent of teachers in our profession should teach our students. We will work together to hire, train and retain these professionals.
- All employees contribute to student success.
- All negotiations support conditions that sustain successful teaching and student learning. 'This is the Main Thing!'
- We won't let each other fail.

**Guiding Behaviors:**

The guiding behaviors of the Partnership are as follows:

- We will work hard to understand the core of each other's job.
- We will respect each other.
- We will be honest with each other.
- We will not "sugar coat" difficult issues.
- We will disagree without being disagreeable.
- We will reflect on each other's comments, suggestions and concerns.
- We will seek clarification until we understand.
- We will maintain confidentiality.
- We will both "own the contract."
- We will solve problems rather than win arguments.
- We will laugh at ourselves and with each other.

This Charter Statement does not preclude the goals and objectives of individual schools to pursue their own partnership priorities. The leadership teams of the District and ABCFT will work with the schools to achieve those priorities.

This Charter Statement defines the principles and behaviors by which the signatory parties jointly and singularly agree relating to the ABC-ABCFT Partnership.

We, the undersigned, accept that the above noted Mission Statement, Principles, and Behaviors will guide the actions and practices of the ABC Unified School District and ABCFT as it moves to improve student achievement.

Let it be resolved that, on October 15, 2019, the ABC Unified School and the ABC Federation of Teachers Local 2317, CFT, AFT, AFL-CIO renewed their agreement that they are a Charter Partnership District.

Date: October 15, 2019

**ABC Unified School District**

Signature: \_\_\_\_\_  
Title: Board President

Signature: \_\_\_\_\_  
Title: Board Vice President

Signature: \_\_\_\_\_  
Title: Board Clerk

Signature: \_\_\_\_\_  
Title: Board Member

Signature: \_\_\_\_\_  
Title: Board Member

Signature: \_\_\_\_\_  
Title: Board Member

Signature: \_\_\_\_\_  
Title: Board Member

Signature: \_\_\_\_\_  
Title: Superintendent

**ABCFT**

Signature: \_\_\_\_\_  
Title: President

Signature: \_\_\_\_\_  
Title: Executive Vice President

Signature: \_\_\_\_\_  
Title: Treasurer

Signature: \_\_\_\_\_  
Title: Recording Secretary

Signature: \_\_\_\_\_  
Title: Vice President High School

Signature: \_\_\_\_\_  
Title: Vice President Middle School

Signature: \_\_\_\_\_  
Title: Vice President Elementary School

Signature: \_\_\_\_\_  
Title: Vice President Membership

Signature: \_\_\_\_\_  
Title: Vice President At Large

Signature: \_\_\_\_\_  
Title: Vice President At Large

Signature: \_\_\_\_\_  
Title: Vice President Adult School

Signature: \_\_\_\_\_  
Title: Vice President Child Development

Signature: \_\_\_\_\_  
Title: Vice President Special Education

Signature: \_\_\_\_\_  
Title: PASS Coordinator