

**The Board of Director's Commitment to Our Employees**  
**January 11, 2012**

Our employees (teachers, school leaders and staff) are the most critical component in building great schools for children and families. As such, the Board of Directors remains deeply committed to respecting the voice and leadership of all employees. Specifically, the Board of Directors commits to:

- Offering our employees competitive and fair compensation packages (salaries and benefits)
- Along with the Executive Director and school leaders, proactively partnering with our employees to come to the right decisions regarding their work environment (e.g. their practice, their compensation, rules governing our collective work) and
- Along with the Executive Director and school leaders, proactively engaging our employees in the larger questions about our collective work (e.g. the budget, strategic plans, goals, facilities)

We acknowledge and support that our team retains the right to select a union to represent them for the purposes of collective bargaining if they so choose. In the event that employees wish to identify an outside union to meet with, school leaders and the Executive Director are happy to facilitate any outreach our employees find helpful. In the event that employees wish to identify an outside union to contact employees, we will distribute any material to employees that are given to us. We will not however pass along personal contact information unless required by law.

Our employees remain our most important assets at the Larchmont Schools. In every endeavor, the Board of Directors- and through the Board, the Executive Director and the school leaders- work to engage our employees as the trusted leaders in their work that they are making the best decisions for our students and our families.