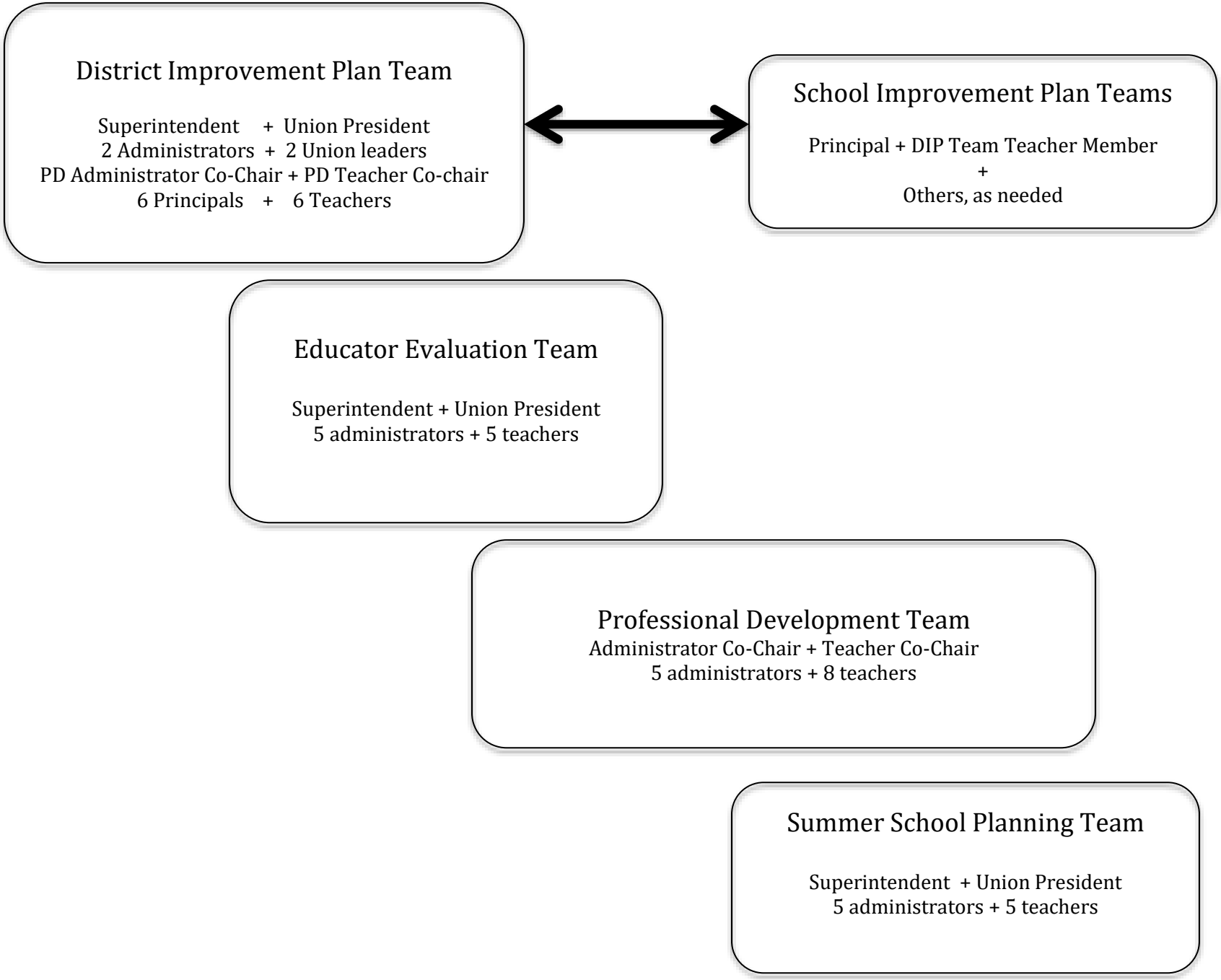Labor-Management Collaboration in the Northampton Public Schools