

KEYNOTE SPEAKERS

Monday, March 8

POWER, POLITICS, AND TEACHER UNIONS

Terry Moe, PhD. William Bennett Munro Professor of Political Science, Senior Fellow at the Hoover Institution, Stanford University.

The teachers' unions shape schools through political activities that influence education policy and allow them to block reforms. They also shape schools through collective bargaining activities that affect every aspect of school organization. They play a major role in making America's schools what they are – and in preventing them from being something different.



Dr. Terry Moe is an expert on educational policy, U.S. political institutions, and organizational theory. His current research projects are concerned with school choice, collective bargaining in the schools and public bureaucracy.

Tuesday, March 9

COMING TO GRIPS WITH THE WIDGET EFFECT IN TEACHER EVALUATION

Daniel Weisberg, J.D. Vice President for Policy and General Counsel, The New Teacher Project.



Failure to recognize and respond to variations in the effectiveness of teachers reinforces a phenomenon called the Widget Effect – the tendency of school districts to assume classroom effectiveness is the same for all teachers. Teachers are viewed not as individual professionals, but rather as interchangeable parts. This indifference to instructional effectiveness gambles with the lives of students.

Weisberg leads The New Teacher Project's initiatives to align district, state and federal policies to the goal of providing quality teachers. Prior to joining TNTTP, Daniel served the New York City Department of Education and has 20 years of experience in labor and employment law.

Wednesday, March 10

BARGAINING BODY SPEAK: THE UNSPOKEN TRUTH AT-THE-TABLE

Randy Harvey, PhD., J.D., Attorney in private practice in Sacramento, CA.



What you do, speaks louder than what you say! Learn about the nuances of verbal language and interpreting shifts in body language. Body language can reveal the true meaning of what the other person is saying.

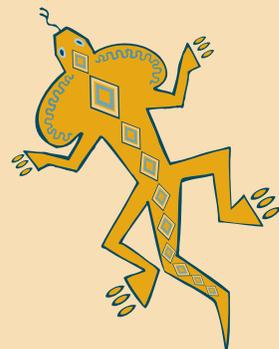
Randy Harvey has concentrated his practice in the areas of business, employment, administrative and school law. Prior to starting his practice, he worked for 13 years as Director of Human Resources for two large school districts.

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North American Association
of Educational Negotiators

NAEN c/o OSBA
P.O. Box 1068, Salem
Oregon 97308



41st Annual
NAEN Conference
IN SEARCH OF AN
OASIS
MARCH 7-10, 2010

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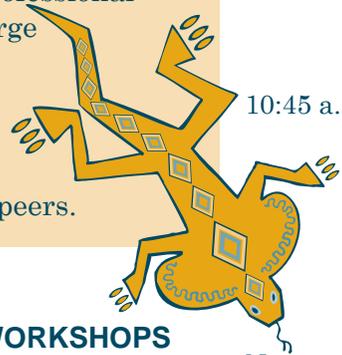
Chaparral Suites Resort
Scottsdale, AZ

FEATURED KEYNOTE: MARCH 9
UPDATE ON THE RACE TO THE
TOP AND NCLB REAUTHORIZATION
Charles Rose, General Counsel, U.S. Department of Education



North American Association
of Educational Negotiators

The North American Association of Educational Negotiators brings together educational management negotiators from all over the U.S. and Canada for three and a half days of professional development. It is your time to re-charge after a hard bargaining season. All educational management negotiating professionals will gain new insights, sharpen your negotiation skills, share best practices and network with your peers.



SUNDAY, MARCH 7

PRE-CONFERENCE WORKSHOPS

- 8:30-11 a.m. **#1 Simulated Bargaining**
#2 Writing Contract Language
- 1-3:30 p.m. **#3 Grievance Administration**
#4 Proposal Costing Software Training
- 4-5:30 p.m. Canadian Caucus
 Sponsored by Hicks, Morley, Hamilton, Stewart, Storie, LLP, *Platinum Sponsor*
- 5-5:30 p.m. President's Reception for New Attendees
 5:30-7 p.m. Hospitality Reception— All Attendees

MONDAY, MARCH 8

CONFERENCE (schedule subject to change)

- 7:30-8:30 a.m. Continental Breakfast for Participants
 Past-President Meeting
- 8:30-10:30 a.m. General Session
 Welcome & Introductions – Steven Talsky, NAEN President
Power, Politics and Teacher Unions, Dr. Terry Moe
- 10:45 a.m.-Noon **WORKSHOPS**
- Dealing with a Politicized Environment, follow-up workshop with Dr. Moe
 - Performance Pay in Denver, CO
 - Canadian Litigation & Arbitration Review
- Noon Lunch
- 1-2:15 p.m. **WORKSHOPS**
- Using the Meyer-Briggs Type Instrument in Negotiations
 - U.S. Health Insurance Reform Impacts on Bargaining
 - Contemporary Issues in Canada
- 2:30-3:45 p.m. **WORKSHOPS**
- Do You Know the Teacher Union's Lesson Plan for Negotiating?
 - Don't Forget the Donuts: Maintaining Positive Relations During Negotiations
- 4:30-7:30 p.m. **WESTERN BBQ** and Canada vs. U.S. Washoes Tournament (optional)

TUESDAY, MARCH 9

- 7:30-8:30 a.m. Continental Breakfast
 8:30-10:30 a.m. General Session
Coming to Grips with the Widget Effect in Teacher Evaluation, Daniel Weisberg
- 10:45 a.m.-Noon **WORKSHOPS**
- Montgomery Co., MD, Teacher Evaluation Program Update
 - Internal Employee Misconduct Investigations
 - What Negotiators Need to Know about Collective Bargaining and Student Achievement
- Noon Lunch & Business Meeting
 1:30-3 p.m. General Session

FEATURED KEYNOTE

UPDATE ON THE RACE TO THE TOP AND NCLB REAUTHORIZATION

Charles P. Rose, General Counsel, U.S. Department of Education

Charles Rose serves as the chief legal officer for the U.S. Department of Education and as the legal adviser to Secretary of Education Arne Duncan. Prior to his appointment by President Obama, Rose was in private law practice in Chicago (Franczek Radelet & Rose P.C.) where he represented school districts, municipalities, and other public employers across Illinois in labor relations and collective bargaining and in matters of education law.



- 3:15-4:30 p.m. **WORKSHOPS**
- Tactical Communications
 - Canadian Panel on Government Interventions
 - U.S. Litigation Review & Analysis
- 4:30-5:30 p.m. Women Negotiator's Afternoon Get-together
- 5:30-7 p.m. Hospitality Reception – All attendees welcome to attend

WEDNESDAY, MARCH 10

- 7:30-8:30 a.m. Continental Breakfast
 8:30-11 a.m. General Session
Bargaining BodySpeak: The Hidden Truth At-the-Table, Randy Harvey
- 11 a.m. Conference Adjourns

SOCIAL ACTIVITY: "Work hard, play hard" – You won't want to miss the three-hour Outdoor Western BBQ planned for Monday night! It just may be the best cookout experience you will ever have. The dinner includes barbecued steak and chicken – and a cash bar. A Cowboy Washoes Tournament (it's like horseshoes) will be held between Canada and U.S.! We will meet in the hotel lobby at 4:30 PM. **Cost is \$70 per person** (transportation is included) and guests are welcome.

HOTEL ACCOMMODATIONS:

The Conference is at the Chaparral Suites Resort 5001 N. Scottsdale Rd. Scottsdale, Arizona 85250
 Phone: 408.949.1414
 Fax: 408.947.2534

Make reservations directly with the hotel. There is an online conference page at the Chaparral Suites Resort where you can make your hotel reservations. Go to *www.chaparralsuites.com* and access the Reservations tab from the home page. On bottom of screen, click on Group Reservation. Type NA6308 in the Attendee Code Box and click Attendee Login.

You may also register by phone by calling 1.800.528.1456.

NAEN's block of rooms are guaranteed until Feb. 9, 2010. The rate is \$209 per night for single or double.

CANCELLATIONS: There is a \$50 processing fee for cancellations received before Feb. 22, 2010. Cancellations received after Feb. 22, 2010 will be billed the registration fee plus additional purchased activities. NAEN must receive all cancellations in writing. "No shows" will be billed the entire registration fee plus any additional purchased activity.

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execdir@naen.org

NAEN CONFERENCE REGISTRATION

Please register on-line at www.naen.org

Attendee		
Name:		
Title:		
District/Organization:		
Address:		
City:	State/Province:	Zip:
Phone:		
Fax:		
E-mail:		

Is this your first NAEN Conference?	Yes	No
Will you attend the President's New Attendee reception?	Yes	No
If you have food allergies or dietary requests or require special services or accommodations, please describe:		

Registration			
	Member	Non-Member	Total
Conference Registration	\$390	\$490	
One day registration - circle one Monday or Tuesday	\$195	\$220	

Optional Events			
<i>Pre-Conference Workshops - Sunday, March 7</i>			
Simulated Bargaining	\$62.50	\$62.50	
Writing Contract Language	\$62.50	\$62.50	
Grievance Administration	\$62.50	\$62.50	
Proposal Costing Software Training	\$62.50	\$62.50	
<i>Social Activity - Monday, March 8 Western BBQ and Washoes Tournament</i>			
Attendee	\$ 70		
Guest(s)	\$ 70 x Qty _____		
		Total Due:	
Purchase Order No.			
Bill district/Organization <input type="checkbox"/> Check enclosed <input type="checkbox"/> Credit card* <input type="checkbox"/>			

Make checks payable in U.S. funds. NAEN's FEIN No. 59-2112656.

* NAEN is now able to accept credit cards through PaySchools Online Payment Processing System – go to *www.naen.org/payschools*.