



NORTH AMERICAN ASSOCIATION OF EDUCATIONAL NEGOTIATORS

BULLETIN

SEPTEMBER/
OCTOBER 2008

VOLUME 24, ISSUE 2

A Key for Challenging Negotiations

President's Message, Ann Chapman

Another summer has flown by! In schools across the United States and Canada, teachers and students are back at the hard and rewarding work of teaching and learning. A quick perusal of education-related headlines around North America (easily done thanks to Ron



Wilson's e-mail, Weekly Potpourri of Articles) reveals that many school districts are facing important labor challenges. In Denver, it looks like a deal may finally have been reached that will keep intact important elements of their pay for performance plan. In Ontario, a possible strike looms by teachers upset about a disparity between elementary and secondary school funding. In Washington, D.C., an innovative proposal by the new schools chancellor to pay teachers more and do away with the iron-clad seniority system is facing union resistance. New Orleans is rebuilding its entire school system from the ground up and drawing idealistic and innovative educators from around the country. All of us, in districts large

and small, can learn something from these titanic struggles to change and improve traditional educational structures across the country.

The political landscape is volatile as well. The No Child Left Behind Act was not reauthorized this year as planned, and its fate will depend on the outcome of the election in November. Education has taken a backseat in the presidential campaign to the economy and Iraq, but the nominees of both parties have made statements that have unsettled the national teachers' unions. The election may also bring some other new laws that would have a significant impact on labor relations and collective bargaining across the United States. They include the Employee Free Choice Act (the so-called "card check" law, which would greatly ease the formation of bargaining units), the Paycheck Fairness Act (which would put real teeth in compensation discrimination claims), and changes in the Americans with Disabilities Act (vastly expanding the number of people who are "disabled"). Whatever your political stripes, we will all need to keep informed about what is happening in Washington and how it

(President continued on page 2)

The mission of NAEN is to improve the knowledge and performance of school management negotiators by advancing their professional status, providing a forum of effective communication, and encourage information exchanges among educational negotiators.

In this issue:

Supreme Court Update	3
Update on U.S. Economy	5
IRS Interim Guidance on Teacher Compensation	9

Mark Your Calendar!

NAEN's

40th Annual Conference

March 8-11, 2009

Sheraton Sand Key Resort

Clearwater, Florida

Shooting the Curl IN NEGOTIATIONS

More information available in October 2008

www.naen.org

(President continued from page 1)

will impact our school districts and negotiations.

But how can we keep from simply reacting to everything that is changing around us and harness knowledge to our advantage? One very important way is by taking the time to engage in meaningful professional development. NAEN's 40th Annual Conference will be held in Clearwater, Florida from March 8-11, 2009. Mark your calendars now and don't miss out on this outstanding opportunity to learn new skills and strategies for achieving management goals at the negotiating table; get motivated from outstanding keynote speakers; and network with colleagues from across the United States and Canada. There is no doubt that we are all facing economic challenges, and in such times, professional development is often the first thing to be cut from the budget. But consider this – the cost to attend the conference is likely a miniscule percentage of the cost of the contracts you negotiate, and the payback for the enhanced skills and fresh approach to negotiations is incalculable.

Your Board of Directors will be meeting in Chicago at the end of September to finalize plans for the conference and it's shaping up to be the best ever. It's not too late to suggest a workshop topic or let us know about a terrific speaker you would like us to consider for the conference, just let me or Ron Wilson know.

2008-2009 Board of Directors

President—Ann Chapman

Drummond, Woodsum & MacMahon—Portland, Maine

achapman@dwmlaw.com

President-Elect—Vacant

Treasurer—Steven Talsky

Toronto District School Board—Toronto, Ontario
steven.talsky@tdsb.on.ca

Secretary—Michael Weinert

Waterloo Region School Board—Ontario, Canada
michael_weinert@wrdsb.on.ca

Past President—Steve Hengen

Rapid City Area Schools—Rapid City, South Dakota
steven.hengen@k12.sd.us

Director—Mike Krupa

Calgary Catholic School District—Calgary, Alberta
mike.krupa@cssd.ab.ca

Director—Dave Hoover

Erie 1 BOCES—West Seneca, New York
dhoover@e1b.org

Director—Gerry Huber

Omaha Public Schools—Omaha, Nebraska
gerry.huber@ops.org

Director—Lisa Freiley

Oregon School Boards Association—Salem, Oregon
lrfreiley@osba.org

Director—Linda Goers

Farmington Area School District—Farmington, Minnesota
lgoers@farmington.k12.mn.us

Director—Lisa Soronen

National School Boards Association—Alexandria, Virginia
lsoronen@nsba.org

NAEN BULLETIN

North American Association of Educational Negotiators

PO Box 1068, Salem, Oregon 97308

(503) 588-2800; fax (503) 588-2813

www.naen.org

Ron Wilson -Executive Director **Donna Herren** -Meeting Planner **Josie Hummert** -Administrative Assistant

The NAEN Bulletin is a bi-monthly publication produced as a membership service. This publication is intended as an informational newsletter; it is not a substitute for legal advice from an attorney. For legal advice please consult your attorney. Any questions about the publication can be directed to Ron Wilson at naen@osba.org. © Copyright North American Association of Educational Negotiators, 2007.

