



NORTH AMERICAN ASSOCIATION OF EDUCATIONAL NEGOTIATORS

BULLETIN

JULY/AUGUST 2008

VOLUME 24, ISSUE 1

It's summer! Time to reflect and refresh

President's Message, Ann Chapman

"Summertime and the living is easy" – or at least so the old song goes! Hopefully all of you will have the chance to enjoy some well-deserved time off after a busy school year.



Summer is a great time to step back and reflect on what we've accomplished over the past year and how we can be even more successful next year. As negotiators, we can never rest on our laurels because the environment in which we work is constantly changing. The key is to keep learning, honing our skills, and finding effective new ways to address the educational and economic challenges we face in negotiations.

I urge all of you to take advantage of the fantastic resources that NAEN has to offer. Our Executive Director, Ron Wilson, has worked hard on our Web site and the *Bulletin* over the past few years and you have a wealth of information at your fingertips

about negotiation strategies, a wide range of bargaining topics and thought-provoking articles and reports on how to use negotiations to leverage educational improvement. Consider printing out some of these materials this summer, gathering up the last few issues of the NAEN *Bulletin*, and taking some unrushed time to read and reflect (see page 7 for a list of articles found in the *Bulletins* over the last year). I'll bet you'll find that spending this time during the summer will energize you to try some new approaches come fall.

It's also not too early to start thinking about the next NAEN conference in Clearwater, Florida next March. The Board of Directors is already hard at work planning a program that will hone your negotiation skills, motivate you, and give you ample opportunity to learn from fellow members from all over the United States and Canada. I know the economy is tough right now, but the modest cost of attending this conference will pay big dividends in your effectiveness as a negotiator. Start using those negotiating skills

(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:

New Board Members take office	2
Faltering Economy	3
Education Policy: Interview	4
NEA & AFT: Different?	5
<i>Bulletin</i> in review	7
Total Compensation and Benefits costs	9
Best of the Web	11
New Teacher Orientation	11
Teacher survey can inform	13
Teacher Evaluation Options	14

(President continued from page 1)

now to make sure you'll have the opportunity to attend this important conference!

Finally, as I begin my term as President, I want to extend my heartfelt thanks to Steve Hengen, who is assuming the mantle of Immediate Past President. NAEN has prospered under Steve's leadership, and not only that, he's a true professional and a great guy to work with. I look forward to working with Ron, Steve, and the rest of our Board of Directors this year to help the association continue to grow and even better meet the needs of our members. In that regard, I need your help. This is truly YOUR association and we want to hear from you about how we can best support you. Please don't hesitate to pick up the phone and call (207-772-1941) or e-mail me at achapman@dwmlaw.com, if you have any suggestions or ideas to share. I hope to hear from you and look forward to serving as your President.



New NAEN board members take office



Lisa Freiley



Linda Goers



Lisa Soronen

Starting July 1, NAEN has three newly-elected members of the NAEN Board of Directors. The Board of Directors is the representative body of the association. The board is responsible for the general supervision and affairs and formulates the policies and programs and services for the association. The board consists of five officers (president, president-elect, secretary, treasurer, and the immediate past president) and six directors. Board members serve a three year term and are elected at the annual business meeting held during the annual conference. The new board members are:

- Lisa Freiley is in the Human Resource Development Services department at the Oregon School Boards Association in Salem, Oregon.
- Linda Goers is the Director of Human Resources at Farmington Area School District in Farmington, Minnesota.
- Lisa Soronen is Senior Staff Attorney for the National School Boards Association in Alexandria, Virginia.

The other board directors for 2008-2009 are Mike Krupa (re-elected as a continuing board member) from Calgary, Alberta; Dave Hoover from West Seneca, New York; and Gerry Huber from Omaha, Nebraska.

The officers of the association for 2008-2009 are President, Ann Chapman from Portland, Maine; Treasurer, Steven Talsky from Toronto, Ontario; Secretary, Michael Weinert from Waterloo, Ontario; and Past President, Steve Hengen from Rapid City, South Dakota. The position of president-elect is currently vacant due to a resignation. The board will discuss filling the position at its Fall board meeting in Chicago.

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.