



NORTH AMERICAN ASSOCIATION OF EDUCATIONAL NEGOTIATORS

# BULLETIN

## Building Successful Negotiations

*President's Message, Steve Hengen*

"Building Successful Negotiations" in New Orleans, March 16-19, promises to be a conference filled with opportunities: opportunities for networking across the United States and Canada; opportunities for sharing negotiation issues and questions; opportunities for discovering possible solutions and successful tools for school management labor negotiations; opportunities for sharpening our pencils and sharpening our wits for the beginning of the negotiations season. During the past several weeks here in South Dakota, I have begun preliminary negotiation sessions with a few of my ten bargaining units. As I reflect on this "tip of the iceberg" start to what promises to be a very long season, I realize again that the 39th NAEN Annual Conference comes at the perfect time for me to hone my skills and to network with others. I will return home from New Orleans, refreshed and renewed, ready to face several late nights and early mornings at my desk or at the negotiating table; ready to implement the new learning I experienced in New Orleans from experienced, credible members as well as from several world-class presenters.

Speaking of presenters, I find that

the variety of topics and sessions align perfectly with NAEN's mission: 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. Be sure to check the website for the complete schedule of NAEN's 39th Annual Conference, "Building Successful Negotiations." The

preconference workshops on Sunday, March 16, include something for everyone, no matter if you are a first-time participant or if you are an experienced and seasoned negotiator. The sessions include Interest Based Bargaining, NAEN Proposal Costing Software, and Advanced Bargaining Techniques. Thank you to our conference chair, President-Elect Ann Chapman and Executive Director, Ron Wilson, and the rest of the Board of Directors for a

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fantastic job planning the 39th Annual Conference, at the Astor Crowne Plaza Hotel, a 4-diamond hotel at the gate of the world-famous French Quarter, on the corner of Bourbon and Canal Streets. **It's not too late to register and take advantage of this educational and social networking opportunity.**

On Monday morning, New Orleans school district Superintendent, Paul Vallas, will kick off our conference with "Lessons in Labor Relations from School Reform Efforts." Vallas has been described as one of the most prominent big-city superintendents in the nation and is widely credited with having turned around the Chicago and Philadelphia school systems. Over the last 12 years he has attained a national profile through his school reform efforts.

Tuesday's featured speaker is Dan Weisberg, Executive Director for the New York City Department of Education where he advises on labor policy for the public school system and its 1.1 million students. Weisberg manages the department's relationships with the numerous labor unions representing its employees and is chief negotiator in collective bargaining for the DOE. His presentation is "Collective Bargaining in the Big Apple: Dealing with Education Unions in New York City."

On Wednesday, Mike Antonucci, Director of the Educational Intelligence Agency presents "Teacher Unions: Behind the Scenes and Through the Looking Glass." *Education Week* calls him "the nation's leading observer - and critic - of the two national teachers' unions and their affiliates." Mike's own writings have appeared in *The Wall Street Journal*, *Forbes*, *Investor's Business Daily*, *The American Enterprise*, and many other periodicals.

Featured workshop speakers include the following:

- Delee Fromm - "Creative and Adaptive Uses of Emotion in Negotiations" and "Women in Negotiations"
- Jeff Olefson - "How Board Members See the World of Negotiations" and "Healing the Relationship After a Tough Negotiations"
- Jay Fernow - "Can You Talk to Your Own Employees? Communications During Labor Negotiations" and "Negotiating in Times of Financial Crisis"
- Joe Marlowe - "A Paradigm Shift in Health Care Cost Control"
- Lisa Freiley - "U.S. Litigation Review & Analysis"

My goal for NAEN this year has been to continue our focus on professional growth opportunities, thus providing the tools and networking opportunities for the newer members and for the more experienced and seasoned negotiators. The 39th Annual Conference, March 16-19, obviously provides you with the perfect opportunity to "Build Your Own Successful Negotiations." See you in New Orleans!

## Employment

### Have a vacancy to post?

NAEN will place current notices in our bi-monthly *Bulletin* published at the beginning of January, March, May, July, September and November.

Contact Ron Wilson at [naen@osba.org](mailto:naen@osba.org) or 503-871-5400.

### Negotiator's Wisdom—at the movies

"I'm mad as hell and I'm not going to take this anymore!"

*-Howard Beale (played by Peter Finch) TV News anchorman instructing the audience in Network (1976).*

"Well here's another nice mess you've gotten me into!"

*-Ollie (played by Oliver Hardy) to Stan (played by Stan Laurel) after a police questioning in Sons of the Desert (1933).*

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