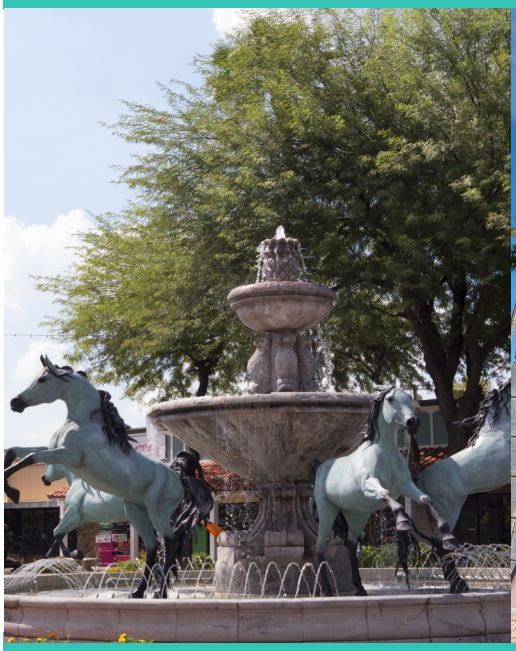
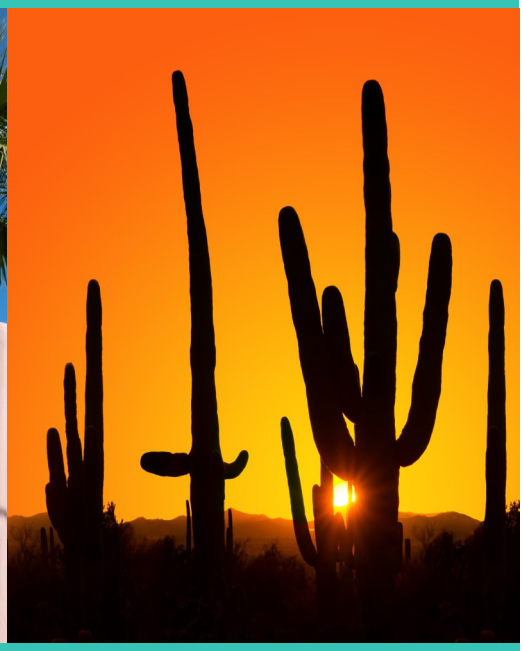
47th Annual NAEN Conference

Together Towards Tomorrow:

Meeting the Challenges Associated with Employee and Labor Relations

March 13-16, 2016 - Hotel Valley Ho, Scottsdale, Arizona





The 47th Annual Conference of the North American Association of Educational Negotiators will bring together approximately 100 educational negotiators and employee relations specialists from all over the United States and Canada to learn, participate and network for three and one-half days of professional development in educational negotiations and employee relations. This conference offers the best opportunity to gain new insights, sharpen your negotiation skills, network with your peers, and share best practices with your colleagues.

This conference is recommended for all education based management professionals who share an interest in employee and labor relations and who are committed to professional development. If you have questions regarding this Conference, please e-mail us at **execdir@naen.org**. We hope you will be able to join us in Scottsdale for this most informative conference for professional and personal advancement.

"This was my first conference and it was excellent, great topics and speakers, networking was fantastic, learned from conference and social time."

"The balance of Keynote and workshops, experts and practitioners is just right."

"One of the very best things about this conference is the tone—warm, friendly, focused, lots of interaction."

naen

North American Association of Educational Negotiators

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NAEN's 47th Annual Conference - March 13 - 16, 2016

Sunday, March 13

Training Electives:

Morning and afternoon Training Electives run simultaneously. Choose one morning and/or one afternoon Training session. Lunch is on your own. Pre-registration is required.

8:30 - 11:30 a.m. **#1 Collective Bargaining A through Z**
#2 Workplace Investigation Training

12:30 - 3:30 p.m. **#3 Costing a Labor Contract**
#4 Contract Language: Writing and Interpretation

4:00 - 4:15 p.m. **OPENING SESSION**
Welcome and Introductions
Justin Petrarca, NAEN President

4:15 - 5:30 a.m. **Keynote: "Tales from the Front: Best Practices for Effective School District Crisis Communication" .**

By Holly Bartecki, Senior Vice President, Creative and Strategic Development, Jasculca Terman Strategic Communications.

Ms. Bartecki's keynote presentation will share her experiences and insights on best (and worse) practices in crisis communications from her roles as a school board member, community college communications officer and agency consultant. Entertaining and practical, this keynote will provide both food for thought and tactical tips to inform our members ability to support school district crisis communication planning and management.

5:30 - 7:00 p.m. Hospitality Reception – For all Attendees

Monday, March 14

Conference schedule subject to change

7:30 - 8:30 a.m. Continental Breakfast for Participants
GENERAL SESSION

8:30 - 8:45 a.m. Welcome and Introductions
Justin Petrarca, NAEN President

8:45 - 10:30 a.m. **Keynote: "Improving Student Achievement Through Collective Bargaining".**

By Adam Urbanski, President, Rochester Teachers Association

Mr. Urbanski's keynote presentation will be to make a case for labor-management collaboration and for responsible and responsive negotiations aimed at improving schools, teaching and especially learning. Mr. Urbanski will also describe the innovation of de-centralized (school-level) bargaining and related experience with such an approach.

10:45 - noon **BREAKOUT WORKSHOPS**
(choose one)

- ☐ Media Interviews on Your Terms
- ☐ Applications for use in improving, not impeding, Student Achievement in the collective bargaining process
- ☐ Canadian Litigation & Arbitration Review

Noon Luncheon

1:00 - 2:15 p.m. **BREAKOUT WORKSHOPS**
(choose one)

- ☐ Negotiations Slow-down = Communications Fast Lane
- ☐ Transgender Employees: Addressing the Rights of All Employees
- ☐ Interest Arbitration

2:30 - 3:45 p.m. **BREAKOUT WORKSHOPS**
(choose one)

- ☐ Strategies to Reduce Health Care Costs for Districts
- ☐ Ontario's School Boards Collective Bargaining Act: Not Just Local Bargaining at a Bigger Table
- ☐ To be finalized

4:00 - 5:30 p.m. Canadian Caucus

6:00 p.m. Attending the Conference on your own!

Meet up with fellow participants in the lobby and venture down East Main Street towards the downtown to experience what Scottsdale has to offer at its bistros, wine bars and cafes to name a few.

Together Towards Tomorrow:

Meeting the Challenges Associated with Employee and Labor Relations

NAEN's 47th Annual Conference - March 13 - 16, 2016

Tuesday, March 15

7:30 - 8:30 a.m. Continental Breakfast for all Participants

GENERAL SESSION

8:30 - 8:45 a.m. Welcome and Introductions

Justin Petrarca, NAEN President

8:45 - 10:30 a.m. **Keynote: "Know How to See Things Differently: The Frame".**

By Willow Sweeney, co-founder of Top 20 Training that provides training and materials to empower leaders, teachers, parents and students to develop their potential. Her work with schools and businesses focuses on developing more effective workplace teams and cultures.

Ms. Sweeney's keynote training focuses on the four components of how The Frame helps people understand why they are getting the results they are getting out of life: (1) the tendency we have to blame others when we are not getting the results we desire, (2) how our 'need to be right' activates blame, (3) how curiosity helps us to get better results, and (4) what we can do to see more or differently.

10:45 - noon **BREAKOUT WORKSHOPS**

(choose one)

- ☐ Send Messages that Foster Potential Activating Beliefs
- ☐ Principal/Vice Principals Negotiations
- ☐ Effective Grievance Resolutions

Noon Luncheon/Business Meeting

1:30 - 2:45 p.m. **BREAKOUT WORKSHOPS**

(choose one)

- ☐ Employee Relations in a Unionized Environment—Is it Possible?
- ☐ Digital Employee Management System: Moving from Paper to Electronic
- ☐ To be finalized

3:00 - 4:15 p.m. **BREAKOUT WORKSHOPS**

(choose one)

- ☐ Contemporary Issues in Canada
- ☐ Contemporary Issues in the U.S.
- ☐ To be finalized

4:15 - 5:00 p.m. Past President's Meeting

5:30 - 7:00 p.m. Hospitality Reception

Wednesday, March 16

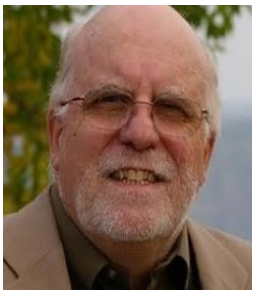
7:30 - 8:30 a.m. Continental Breakfast for Participants

8:30 - 8:45 a.m. **GENERAL SESSION**

Welcome and Introductions

Justin Petrarca, NAEN President

8:45 - 10:30 a.m. **Keynote: "The Balancing Act: Balancing Your Home and Work Life".**



By Dick O'Brien, a professional speaker and a consultant in human relations. He has held senior management positions in government and business. Mr. O'Brien has been assisting corporations, school boards, hospitals and police departments with issues of stress, wellness, counseling and leadership.

Mr. O'Brien's keynote address will focus on maintaining the effectiveness level of the employee at work by empowering them at home. Mr. O'Brien will explore the underlying cause of lack of balance: (1) the gradual erosion of priorities, (2) the illusion of someone else in control and (3) the inability to focus on action. A major problem today is juggling time, energy and priorities into the balance between home and work life. Balance is difficult for all people but when a reasonable balance is not maintained, serious personal problems result.

10:30 a.m. Adjourn

REGISTER online at: www.naen.org

HOTEL ACCOMMODATIONS

Hotel Valley Ho
6850 East Main Street
Scottsdale, AZ 85251
Phone: 480.248.2000 or 866.882.4484
FAX: 480.248.2002

Make reservations directly with the hotel. The hotel is accepting reservations now. You will find the link at www.naen.org (the NAEN Group Code is NAEN2016) or call 480.248.2000 to make reservations. Room rates for the NAEN block of rooms are guaranteed until 5:00 p.m. on Sunday, February 21, 2016.
The daily room rate structure is $223.00 per night, single or double occupancy.

You must tell the hotel that you are with NAEN to get the group room rates. All guest rooms are subject to state and local taxes, currently 13.92%.

CONFERENCE REGISTRATION

The registration fee is $490.00 for NAEN members; $615.00 for non-members. There is a special one-day rate of $245.00 for members and $270.00 for non-members.

Training Electives require pre-registration. There is a $90.00 registration fee for one workshop and a $150.00 registration fee for two Training Electives (includes materials). Lunch is on your own.

Note: All fees are in US funds.

Register online at www.naen.org.

CANCELLATIONS

Cancellation requests must be submitted in writing and received by Feb. 19, 2016, to qualify for a refund. Cancellation administrative fees are as follows:
Conference: $75 Training Electives: $25
Cancellations received after Feb. 19, 2016, will be billed the registration fee plus additional purchased Training Elective(s). "No shows" will be billed the entire registration fee plus any additional purchased activity.

NAEN
P.O. Box 1068
Salem, OR 97308
USA

Email: execdir@naen.org

ATTENDEE		
Name:		
Title:		
District/Organization:		
Address:		
City/State/Province/Zip		
Phone/Cell	Fax	
Email		
Is this your first NAEN Conference?	Yes	No
If you have food allergies or dietary requests or require special services or accommodations, please describe:		

REGISTRATION	Member	Non-Member	Total
Full Conference Registration	$490.00	$615.00	
One day registration Circle one: Monday /Tuesday	$245.00	$270.00	
OPTIONAL EVENTS			
Training Electives—Sunday, March 13			
#1. Collective Bargaining A through Z	$90.00	$90.00	
#2. Workplace Investigation Training	$90.00	$90.00	
#3. Costing a Labor Contract	$90.00	$90.00	
#4. Contract Language: Writing and Interpretation	$90.00	$90.00	
#1 and # 3	$150.00	$150.00	
#1 and #4	$150.00	$150.00	
#2 and #3	$150.00	$150.00	
#2 and #4	$150.00	$150.00	
		TOTAL DUE:	

Purchase Order No. _____

Bill district/Organization ☐ Check enclosed ☐ Credit card* ☐

Please make checks payable in U.S. funds.

NAEN's FEIN No. 59-2112656.

* NAEN accepts American credit cards through PaySchools Online Payment Processing System—go to *www.naen.org/payschools.*