

# ***Sailing into the Sunset***

## **NAEN 2017 Conference**

**Creating Positive Labor Relations and Engaging in Successful  
Collective Bargaining**

***Sunday, March 12, 2017***

**9:00 am to 3:00 pm    Conference Registration**

**9:00 am to 3:00 pm    Pre-Conference Workshop: Negotiation  
Preparation**

Facilitators: Each District team will have their own experts assigned to them for the entire day to assist them with their upcoming negotiations.

**11:30 am to 12:30 pm  
Lunch on your own**

Each District team will be paired up with a team of NAEN experts who will assist them in developing draft proposals, ground rules, salary analysis, health insurance analysis, and negotiation strategy. Each team should walk out of this full day session ready to move forward into negotiations!

**4:00 pm to 5:30 pm    Welcome and Key Note Speakers**

**“Transgender Faculty Members in our Schools; The Legal and  
Personal Landscape”**

**Presenters: Dusty Rader, English Teacher and Robert Rader,  
Executive Director, Connecticut Association of Boards of Education**

Dusty Rader, an English Teacher in the Avon, CT Central School District will share his very personal experiences with being transgender and how his gender identity affects his position as a teacher. Dusty will be joined by his father, Executive Director of the Connecticut Association of Boards of Education to discuss his personal journey with his son’s transgender transition, and how he has used such personal experiences to enlighten his member school districts. Jay Worona, Esq., from the New York State School Boards Association, will provide an overview of the legal landscape surrounding this issue.

**5:30 pm to 7:00 pm    Hospitality – All Annual Conference Attendees  
Welcome to Attend**

Please join us for great food and great company!

## **Monday, March 13, 2017**

**7:30 am to 8:30 am Breakfast**

**7:30 am to 4:00 pm Conference Registration**

**8:30 am to 9:45 am General Session**

**“Public Education Today and Tomorrow”**

**Presenters: Dr. Wes Smith, Executive Director of the Association of California School Administrators**

Dr. Smith will provide an in depth presentation on issues and opportunities regarding the implementation of the Every Student Succeeds Act and the competing demands for resources in our school districts.

**9:45 am to 10:00 am Break**

**10:00 am to 11:00 am**

### **Session 1: Family Medical Leave Act and Fair Labor Standards Act Updates**

**Presenter: Kathy Ahearn, Esq. (Guercio & Guercio, LLP)**

A much needed update on changes in FMLA and FLSA that every employer needs to know. With recent changes in the “white collar” exemption and rulings that HR professionals may be personally liable for violations of the FMLA, this is timely and important information.

### **Session 2: Health Insurance – Prescription Drug Cost Savings**

**Presenters: Michele Handzel, Esq., Dr. Mark Jones, and Brian Fassett, Capital Region BOCES**

Prescription drugs continue to be the primary driver increasing health insurance premiums. We will look at cooperative measures to help control drug benefit costs. This will include bargaining opportunities and administrative opportunities both with the Union’s collaboration and without.

### **Session 3: Transgender in our Schools**

**Presenters: Dusty Rader and Bob Rader**

A continuation of last night's discussion and presentation during the keynote, Dusty and Bob will be able to share more detail on employee issues related to transgender, and real life solutions to be implemented in public schools.

**11:00 am to 11:15 am      AM Snack Break**

**11:15 am to 12:15 pm**

### **Session 1: Health Insurance Audits**

**Presenter: Rachel Risetto, Executive Director, NAEN**

This workshop will review how to engage in an audit of health insurance eligibility to ensure only those dependents who are eligible under the terms of the CBA and plan design are receiving benefits. This presentation will provide real life experience and data related to an audit of a health plan covering over 10,000 dependents; the process utilized, pros and cons, and stumbling blocks experienced along the way. You will be astounded by the savings realized by the District!

### **Session 2: Social Media: What can an employee do and what can they not do?**

**Presenter: Lisa Freiley, Esq. Oregon School Boards Association**

This session will focus on the use of social media inside and outside the classroom. What can your teachers post? Student pictures? Student information? Curriculum? Assignments? Can they text students? Email students? Facebook? Twitter? Snapchat?

### **Session 3: Canadian Litigation & Arbitration Review**

**Presenters: Michael Hines**

This workshop will provide a year end review all recent arbitrations and relevant litigation results specific to the employment sector of Canada.

**12:15 pm to 1:15 pm    Lunch**

**1:15 pm to 2:15 pm**

### **Session 1: Interest Based Bargaining Strategies and Structures**

**Presenter: Peter Martin, Manager – Human Resource Services**

Interest-based bargaining frames negotiation as joint problem solving to resolve each party's underlying issues, needs, and concerns. This workshop provides a systematic process for putting interest-based negotiation principles into practice in collective bargaining and grievance handling. Participants will assess how their own organization's bargaining practices can be more effective in reaching durable agreements that improve the working relationships between the parties.

## **Session 2: Effective Employee Discipline**

**Presenter: Jacquie Litra, Esq., Fagen Friedman & Fulfrost**

Disciplinary decisions are subject to rigorous scrutiny. Anyone involved in formulating or implementing disciplinary decisions must have command of progressive discipline, establishment of cause for termination, as well as a solid understanding of the best practices for discipline management.

**4:00 pm to 5:30 pm Canadian Caucus**

Hosted by Hicks Morley, Hamilton Stewart, Storie, LLP, the Canadian Caucus gives Canadian NAEN Members an opportunity to network and discuss Canadian issues in a more relaxed format. Come enjoy the company, food and drink!

**Tuesday, March 14, 2017**

**7:30 am to 8:30 am Breakfast**

**7:30 am to 12:00 pm Conference Registration**

**8:30 am to 9:45 am General Session**

**“Hiring Millennials; Navigating Through Unique Challenges”**

**Presenters: Justin Petrarca, Esq. and Lynn Adler, Training Director, IEA-NEA**

Schools are grappling with the complexities of employing young adults born in the 80's and 90's (Millennials) and helping them transition into culture of education. Those District's who successfully recruit, motivate and retain the emerging generation position themselves to positively leverage this new talent pool for the future growth, sustainability, and enhanced educational opportunities for the students served. The panel will discuss strategies on how to effectively recruit and manage millennials in our school system.

**9:45 am to 10:00 am Break**

**10:00 am to 11:00 am**

## **Session 1: Effectiveness at Arbitration**

**Presenter: Peter Thorup, Esq.**

Contractual or disciplinary disputes that cannot be resolved by the parties are ultimately tried and resolved in arbitration. This workshop is designed for those who need to develop a strategy for preparing, presenting, or assisting in presenting evidence in labor arbitration.

## **Session 2: Freedom of Religion in School**

**Presenter: John Lynch, Esq., Hogan & Sarzynski**

This session will focus on: Religious use of property, Religious displays, Curriculum issues, Access to Information on the Internet, and Teachers' Rights regarding freedom of religion and the District's ability to address concerns if necessary.

## **Session 3: The Role of the Superintendent at the Bargaining Table**

**Presenters: Dr. Julio Fonseca, Superintendent, San Ysidro USD and John Bryant, Director at the Waterloo Region District School Board, in Waterloo, Ontario**

The role of school superintendent in modern America is an increasingly difficult task. Superintendents of public schools are currently challenged by inadequate financing, student achievement reform, strained superintendent-board of education relations, school violence, and increasing pressures from interest groups. Each of these factors falls squarely within the realm of responsibilities commonly assumed by public school superintendents. Discuss the role of the Superintendent at the bargaining table, do's and don't, with a very experienced Superintendent. Learn how to use the Superintendent to best suit your needs and get what you want from the Union.

**11:00 am to 11:15 am AM Snack Break**

**11:15 am to 12:15 pm**

## **Session 1: Teacher Performance Appraisals; When and how to assist teachers to improve and when is it time to let them go**

**Presenter: Lynne Griffith Jones, Superintendent of Human Resources, Thames Valley DSB**

This session will review the steps that can assist teachers to improve their performance when specific skills are identified as unsatisfactory. Lynne will also review the necessary steps that need to occur to support a recommendation for termination due to unsatisfactory performance.

## **Session 2: Investigation Tools and Techniques**

**Presenter: Jacqui Litra, Esq., Fagen Friedman & Fulfrost**

Effectively dealing with complaints and conducting investigations is a critical part of creating a productive and fair workplace culture. This workshop will focus on both the strategic considerations as well as nuts and bolts of investigating issues related to employee misconduct.

### **Session 3: HR Lessons from the World of Sports**

**Presenter: Vince Pavic, Director of Human Resources and Employee Relations, Wicomico County Public Schools**

How does the world of sports translate to Human Resources? For starters, there are rule books and contracts for both, and you better know how to officiate and consistently interpret those rules, sometimes on the fly. You have to be flexible in your game management and make those half-time adjustments. And “free agency” – you bet. You can no longer expect new employees to make your school system their career. Learn more in this intriguing session.

**12:15 pm to 1:15 pm Lunch (Annual Business Meeting)**

**1:15 pm to 2:15 pm**

**Session 1: Human Rights Complaints. What do you do when you get one?**

**Presenter: Peter Thorup, Esq.**

Over the past few years, retaliation has been the most frequently cited discrimination claim in private and public workplaces and accounts for more than 30 percent of the nearly 100,000 private sector discrimination charges each year. We will look at how to respond when you receive a complaint and best practices

### **Session 2: Opening Minds to Lower Cost Health Plans**

**Presenter: Sharon Brognia, Area Vice President, Benefits & WellBeing, Arthur J. Gallagher & Co.**

As healthcare costs continue to rise across the nation, lower cost health insurance plans that feature deductibles vs. copays are being widely offered by employers. With scary names like “high deductible”, confusing terminology and a general fear of the unknown, many members put up barriers to assessing if this would actually be the right plan for them to enroll in. During this session we will defeat the common misconceptions around high deductible plans, discuss the importance of districts and members “doing the math” and share case studies and best practices for successful rollout.

**5:30 pm to 7:00 pm Hospitality – All Annual Conference Attendees Welcome to Attend**

Please join us for great food and great company!!

## Wednesday, March 15, 2016

**7:30 am to 8:30 am Breakfast**

**8:30 am to 9:45 am General Session**

**“Excessive use of Leave Time”**

**Presenter Dominic D’Imperio, Esq. (Jefferson-Lewis BOCES) Mark Pettitt (OCM BOCES)**

Excessive use of leave time and drastic shortage of available substitutes have an increasingly negative impact on educational programs for students. We will look at strategies to combat absenteeism, the use of incentives and sanctions, and how districts have worked to increase and improve their substitute pools. We will also discuss and suggest ways to address this issue through the Collective Bargaining process, and how to bolster your arguments with effective data.

**9:45 am to 10:00 am Break**

**10:00 am to 11:00 am**

### **Session 1: Canadian Affairs**

**Presenters: Peter Martin and Kelley Terry**

Peter and Kelley will facilitate a conversation with attendee’s, providing a year end review on hot topics related to labor relations and negotiations in Canada. Come and share what you have experienced in the last year!

### **Session 2: US Affairs**

**Presenter: Jay Worona, Esq., New York State School Boards Association**

Jay will facilitate a conversation with attendee’s, providing a year end review on hot topics related to labor relations and negotiations in the US. Come and share what you have experienced in the last year!

**11:00 Conference Ends! See you next year!!! Safe Travels**