

48th Annual NAEN Conference

SAILING INTO THE SUNSET:

Creating Positive Labor Relations and Engaging in Successful Collective Bargaining

March 12-15, 2017 – Sheraton Sand Key, Clearwater, Florida

The 48th 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 the 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, including school board members, superintendents, school attorneys, negotiators, building administrators, Principals, pupil services personnel, HR directors, and labor specialists. If you have questions regarding this conference, please email us at execdir@naen.org. We hope you will be able to join us in Clearwater for this most informative conference for professional and personal advancement.

Receive a Certificate of Completion to assist you with your professional development requirements!

- ❖ *"This was my first conference and it was excellent, great topics and speakers, networking was fantastic, learned from conference and social time."*
- ❖ *"One of the very best things about this conference is the tone – warm, friendly, focused, lots of interaction."*



NORTH AMERICAN ASSOCIATION OF EDUCATIONAL NEGOTIATORS

SAILING INTO THE SUNSET

Creating Positive Labor Relations and Engaging in Successful Collective Bargaining

NAEN's 48th Annual Conference—March 12-15, 2017

Saturday, March 11

9:00–4:00 p.m. Board Meeting

6:00–8:00 p.m. Board Dinner

Sunday, March 12 | **Pre-Conference**

Breakfast on your own

9:00–11:30 a.m. Session 1—Negotiation Prep

11:30–12:30 p.m. Lunch on your own

12:30–3:00 p.m. Session 2—Negotiation Prep

4:00–5:30 p.m. Welcome and Keynote Speaker

Transgender Faculty Members in our Schools; The Legal and Personal Landscape; Dusty Rader and Robert Rader

5:30–7:00 p.m. President's Reception

Monday, March 13 | **Day 1 of Conference**

7:30–8:30 a.m. Breakfast

8:30–9:45 a.m. Welcome and General Session Speaker

Public Education Today and Tomorrow; Dr. Wes Smith

10:00–11:00 a.m. FMLA/ADA, Kathy Ahern, Esq.

10:00–11:00 a.m. Prescription Drug Savings, Michele Handzel, Esq., Dr. Mark Jones and Brian Fassett

10:00–11:00 a.m. Transgender in Schools, Dusty Rader and Robert Rader

11:00–11:15 a.m. AM Snack Break

11:15–12:15 a.m. Social Media; Lisa Freiley, Esq.

11:15–12:15 a.m. Health Insurance Audits; Rachel Risetto

11:15–12:15 a.m. Canadian Litigation & Arbitration Review; Michael Hines

12:15–1:15 p.m. Lunch

1:15–2:15 p.m. Interest Based Bargaining, Peter Martin

1:15–2:15 p.m. Effective Employee Discipline, Jacqui Litra, Esq.

4:00–5:30 p.m. Canadian Caucus

Tuesday, March 15 | **Day 2 of Conference**

7:30–8:30 a.m. Breakfast

8:30–9:45 a.m. Welcome and General Session Speaker

Hiring and Working with Millennials; Justin Petrarca, Esq.

10:00–11:00 a.m. Effectiveness at Arbitration, Peter Thorup, Esq.

10:00–11:00 a.m. Freedom of Region in Schools, John Lynch, Esq.

10:00–11:00 a.m. Role of the Superintendent at the Bargaining Table, Dr. Julio Fonseca and John Bryant

11:00–11:15 a.m. AM Snack Break

11:15–12:15 a.m. Teacher Performance Appraisals, Lynne Griffith Jones

11:15–12:15 a.m. HR Lessons from the World of Sports; Vince Pavic

11:15–12:15 a.m. Investigation Tools and Techniques, Jacqui Litra, Esq.

12:15–1:15 p.m. Lunch (Includes Business Meeting)

1:15–2:15 p.m. Human Rights Complaints, Peter Thorup, Esq.

1:15–2:15 p.m. Opening Minds to Lower Cost Health Plans; Sharon Brognia

4:00–6:00 p.m. Dinner Reception

Wednesday, March 16 | **Day 3 of Conference**

7:30–8:30 a.m. Breakfast

8:30–8:45 a.m. Closing Remarks and General Session Speaker

Excessive Use of Leave Time; Dominic D'Imperio, Esq. and Mark Pettitt

10:00–11:30 a.m. US Affairs, Jay Worona, Esq.

10:00–11:30 a.m. Canadian Affairs, Peter Martin and Kelley Terry

12:00 p.m.—2:00 p.m. Board of Directors Meeting

REGISTER online at www.naen.org

SAILING INTO THE SUNSET

MARCH 12-15, 2017 | CLEARWATER BEACH, FLORIDA

Collective Bargaining with NAEN Experts!

*Join us for the pre-conference on
Sunday, March 12th for this unique
opportunity!*



Send your entire bargaining team and you will walk away from a full day session with ground rules, draft proposals, salary analysis, health insurance analysis, negotiation strategies, and be well on your way to a successful negotiation process!

Your entire team will be paired up with a team of NAEN experts from the field who will work with your team to create specific proposals based on your unique bargaining circumstances. Let us help get you well on your way for successful collective bargaining in your District!

Join us on Sunday, March 12, 2017 during the pre-conference. The cost for your entire team (as many people as you would like to send) is only \$995.00 for the full day! (\$1,195 for non-members) This is not per person! It is for the entire team!!

Take advantage of this opportunity! The number of teams available to participate is limited, so sign up fast!!