

NSEA Advocacy Conference

Sept. 29-30, 2017 • **Tentative** Agenda

Friday Night

Higher Education Academy Strategic Planning Session. Participants will engage in discussion and planning of future directions, goals and activities of the Higher Education Academy, the voice within the NSEA family, for higher education faculty and professional staff members. How can the higher education members of NSEA move forward with an active and visible role in NSEA – from Governance, Staffing and Program.

Comparability Study Basics/Settlement Reporting: What is the TEG and staff index and how do I use them at the bargaining table? What is the difference between FTE/FTU? This session will go through the basics of the Navigator program to help you know how best to use your comparability study during negotiations. Also included will be information on how to report your settlement through the NSEA/NASB settlement reporting form.

Engaging and Communicating with Members around Negotiations

Participants will discuss different ways of proactively engaging membership during negotiations. We will discuss technology and other traditional communication methods to use before and during negotiations, and once we've reached a tentative agreement.

Using your negotiated agreement to advocate for members

In this session, participants will understand the importance of knowing their negotiated agreement and why it is essential to educate their staff on their agreement. Participants will also learn the importance of enforcing their agreement by knowing and using the grievance process effectively to advocate for members. Lastly, grievance policies will be reviewed and discussed.

Managing Personalities & Relationships at the Table:

This session will focus on the dimensions of power and different personalities at the table. Topics discussed will include, but not be limited to: First Impressions, Communication, Validation, Persuasion, Fear, Threats, Stereotyping and Respect. This session will involve some audience participation.

Using EdCommunities to Collaborate during Bargaining

EMAC Meeting

Saturday

Sessions will be divided into tracks for:

- Higher Ed
- New Negotiator Track
- Current Bargaining Issues
- Research/Analysis
- Veteran Negotiators
- Advocacy/Member Rights
- Organizing

Negotiator discussion group

A designated space will be available throughout the two-day event so negotiator, teams and staff can discuss the upcoming bargaining season.

Contract Help Desk-Q&A

Help! I Have Been Called in to See Administration

This session will be helpful if you have a member ask you to attend a meeting with the administration. It will give you the skills you need to get your member through that meeting and give you the confidence to know that you are adequately providing representation.

Mandatory Subjects of Bargaining

Participants in this session will learn the differences between mandatory, permissive, and prohibited subjects of bargaining. This session will explain the role the CIR plays in determining subjects of bargaining as well as how the CIR can be utilized when a bargaining team refuses to bargain mandatory subjects at the table.

Education law changes from the 2017 Legislative Session and what to expect in 2018:

Take a look back at changes to school finance, classroom and retirement law changes during the prior legislative session and what's in store for 2018.

Is it time to adjust your salary schedule?

Participants will examine factors which affect decisions to adjust salary schedules by using a salary/compensation analysis template and create proposals. Sessions offers hands on activities, opportunity to share value of educators, key in data & tips for using a salary/compensation analysis template.

Comp Study Strategies

Participants will examine the importance of completing an accurate comparability study and develop a strategy using the information in this round of negotiations. Using several real

examples, we will walk through the steps in analyzing strengths and weaknesses of the salary side of your contract. We will discuss the value of advanced strategic planning in making this year's bargaining a success!

Using your negotiated agreement to advocate for members

In this session, participants will understand the importance of knowing their negotiated agreement and why it is essential to educate their staff on their agreement. Participants will also learn the importance of enforcing their agreement by knowing and using the grievance process effectively to advocate for members. Lastly, grievance policies will be reviewed and discussed.

Story of Self AND One-on-One Conversations – Effective skills for Membership Recruitment. Membership lasts all year long!

Strategies and for effective negotiations at Community College, State College and UNK locals.

Session will include a discussion of methods to strengthen your hand in dealing with board and management teams, including using the calendar and sharing information. We will report on the ongoing NSEA initiative to fill data gaps in arrays that include out-of-state colleges.

Am I Making Myself Clear? Writing Clear Negotiations Proposals

Well Written Proposals Get Results! Many times, we see problems arise when too much time is spent on interpreting the meaning of words and phrases which are not specific to the intent of a proposal. A thorough review of the language used before an item is introduced will pay off in a rich, pointed discussion by both sides. This session will explore examples of well written proposals as well as some that "need some work!"

Managing Workload Changes: Your Rights and Responsibilities

The challenge with teacher workload is that while employers determine the work, the association bargains the compensation. Whether it's minutes added to the day, days added to the year or work added to your professional time, these assignments have economic implications. The association needs to be ready to identify those issues and act quickly. Learn about best practices in addressing these challenges and how they impact your negotiated agreement.

Comparability Study Basics/Settlement Reporting

What is the TEG and staff index and how do I use them at the bargaining table? What is the difference between FTE/FTU? This session will go through the basics of the Navigator program to help you know how best to use your comparability study during negotiations. Also included will be information on how to report your settlement through the NSEA/NASB settlement reporting form.

Using EdCommunities to Collaborate during Bargaining

Tired of trying to figure out what your array schools and nearby associations are discussing at the table? Ever wonder what the latest offer was at last night's board meeting up the road? Use

the NEA online platform to coordinate negotiations between local associations. EdCommunities is an online social platform hosted by NEA360 that allows local negotiators to securely stay in touch through private and unlisted bargaining groups. Learn how to create a group, post and manage the discussion for your local association.

Looking for social justice opportunities in your negotiated agreement

Looking at case studies and examples of student-centered and social justice driven agreements in locals.

When and How to do an Organizing Project

Learn the process of identifying issues important to members, find solutions and get them implemented. This can be an effective way to get changes implemented that you can't get through negotiations.

Recent Nebraska Supreme Court Rulings

Legislative Update

Governor Ricketts and a few State Senators plan to make a major push to pass LB295 during the next legislative session which would give Nebraskans a tax credit for private school tuition, costing the State of Nebraska \$10 million, or more. Brian will discuss how you and your local can be instrumental in defeating this voucher/tax credit scheme.

Coordinated Bargaining Lunch

Lunch will allow for teams to discuss the upcoming bargaining season.

Managing Personalities & Relationships at the Table:

This session will focus on the dimensions of power and different personalities at the table. Topics discussed will include, but not be limited to: First Impressions, Communication, Validation, Persuasion, Fear, Threats, Stereotyping and Respect. This session will involve some audience participation.

Salary Placement Disputes

This session will cover strategies for addressing member disputes regarding salary schedule placement as well as extra duty pay. Contract language recommendations to strengthen your negotiated agreement will be shared.

How school budgets, funding and Legislative limits impact school negotiations.

Session will include a primer on state aid to school districts, and caps on school district property tax levies and school budgets. We will discuss strategies for using this information to your advantage in negotiations.

Difficult Proposals Panel: How we bargained challenging language into the negotiated Agreement

Learn from negotiators who were able to successfully bargain new and sometimes challenging

language into their agreements. Panelists will share their successes, challenges and offer suggestions to your questions on language and strategy.

Don't Sign That! Advocating for Employee Rights

Your employment is protected by many things-state statute, your negotiated agreement, policy and the documents you sign. Those same documents can pose problems if not carefully reviewed. This session will address the many ways that simply signing something can change the course of employment and create problems for you and your colleagues.

Understanding and Using Power to Succeed

Who has the power and how they use it is key to most every situation NSEA locals face when dealing with almost any situation. This session will explore the various components, uses and structures of power in an organization, school district or community.

LB397 Bargaining Basics-Understanding the Key Pieces to our Bargaining Law

The process under which local associations negotiate changed significantly several years ago under LB397. Learn about the fundamental changes to the bargaining timeline and processes in this session designed for newer negotiators.

Model Contract Language

An in-depth look at leave policies and how to use the NSEA micro search program

Control your healthcare before healthcare controls you

Greg Long of the Educators Health Alliance will explore healthcare plans offered through the EHA and give detailed explanations of the insurance plans offered. There will be an emphasis on learning the intricate details of healthcare plans to make the best choice for individuals and families within the EHA.

Data Driven Organizing

We will focus on ways to build your association into a strong local through data driven organizing! We will explore data available for each local, discuss ways to collect information about your members through focused surveys, and share how the information can be used to create an organizing plan which will benefit every member!