



NORTH DAKOTA
SCHOOL BOARDS
ASSOCIATION

**NEGOTIATIONS
SEMINAR
2015**

Including two early bird sessions:

- ◆ INVESTIGATING ALLEGATIONS OF EMPLOYEE MISCONDUCT
- ◆ TEACHER NONRENEWAL

February 5-6, 2015

Bismarck Ramkota Hotel
(701)258-7700

REGISTRATION OPTIONS

	REGIS CODE for regis form
<u>INVESTIGATING MISCONDUCT</u> 10:00-11:30 a.m., Thursday, Feb. 5*	INVEST
PREREGISTRATION (before Jan 26)	\$70
AT DOOR REGISTRATION (after Jan 26)	\$80
<u>TEACHER NONRENEWAL</u> 1:00-4:00 p.m., Thursday, Feb. 5	NONR
PREREGISTRATION (before Jan 26)	\$ 85
AT DOOR REGISTRATION (after Jan 26)	\$110
<u>NEGOTIATIONS SEMINAR</u> ONE DAY, February 6	NEGO
PREREGISTRATION (before Jan 26)	\$130
AT DOOR REGISTRATION (after Jan 26)	\$155

***NEW THIS YEAR!**

For the first time, we will be offering a Thursday MORNING early bird session. It will focus on **Investigating Allegations of Employee Misconduct**. Complaints of misconduct can come from many different sources – coworkers, students, and members of the public.

Barrett Christina, staff attorney with the New Hampshire School Boards Association, will provide practical information regarding the process that should be followed by a school district when an investigation is needed--from identifying the true nature of the complaint to creating follow-up documentation.

2015 NDSBA NEGOTIATIONS SEMINAR REGISTRATION FORM

SCHOOL DISTRICT: _____ CONTACT PERSON: _____ EMAIL: _____

NAME OF REGISTRANT	TITLE (BdMemb, Adm, or BdMbr)	REGISTRATION CODE (above)	AMOUNT PAID
John Doe (sample)	BdMemb	INVEST - NONR - NEGO	enter amount
TOTAL ENCLOSED:			

PAID registrations must be RECEIVED in our office by January 26 to take advantage of the lower preregistration fee.
 CANCELLATIONS: Requests for refunds (less \$25 service fee per registrant) can be honored only if made IN WRITING and FAXED to NDSBA (701-258-7992) by noon on Monday, February 2, 2015. No e-mail cancellations will be accepted.

2015 NDSBA NEGOTIATIONS SEMINAR

EARLY BIRD SESSIONS

THURSDAY, FEBRUARY 5

INVESTIGATING ALLEGATIONS OF EMPLOYEE MISCONDUCT

10:00-11:30 a.m.

- Identifying the nature of the complaint
- Determining if an investigation is warranted
- Determining who should conduct the investigation
- The investigation process
- The investigation file
- After the investigation is complete

- no lunch provided -

TEACHER NONRENEWAL

1:00-4:00 p.m.

- Evaluation of licensed personnel
- Nonrenewal procedures
- Performance nonrenewals
- First-year teacher nonrenewals
- RIF nonrenewals
- Resignation and contract breach

FOR MORE PROGRAM INFORMATION,
go to www.ndsba.org

FRIDAY, FEBRUARY 6

one-day Negotiations Seminar

– TENTATIVE PROGRAM –

- 7:30 a.m. Registration
Continental Breakfast
- 8:00 Keynote TBA
9:00 Q & A
9:15 Overview of the Negotiations Process
- 9:45 Break
- 10:00 Preparation and Strategy
10:30 Establishing Ground Rules
11:00 Recognition Process
11:30 Tactics used by Teacher Groups
- 12:00 Lunch (included with registration)
- 1:00 Tactics (cont'd)
2:00 Legislative Update on Bills Related to Negotiations
- 2:45 Break
- 3:00 Negotiated Agreement and Costing
3:30 Declaring Impasse
Fact Finding Commission
4:00 Issuing Teacher Contracts
- 4:30 Adjourn

MAIL REGISTRATION FORM AND PAYMENT TO:

NDSBA
PO BOX 7128
BISMARCK ND 58507-7128