



A New Dialogue: Collective Bargaining in Public Education

Hyatt Regency on Goat Island | Newport, Rhode Island | December 10-11, 2006

SUNDAY, DECEMBER 10

At the INTERNATIONAL TENNIS HALL OF FAME (trolley service provided from and to the Hyatt)

6:00 p.m.	RECEPTION
7:00 p.m.	<p>DINNER</p> <p>Welcome by Dane Linn, Director, Education Division, NGA Center for Best Practices Welcome by the Honorable Donald L. Carcieri, Governor of Rhode Island</p> <p>KEYNOTE ADDRESS</p> <p>"What Next? Collective Bargaining and the Evolution of the Teaching Profession"</p> <p>SPEAKER: Marc Tucker, <i>President, National Center on Education and the Economy</i></p>

MONDAY, DECEMBER 11

At the HYATT REGENCY ON GOAT ISLAND

7:00 a.m.	CONTINENTAL BREAKFAST	FOYER
8:00 a.m.	<p>OPENING PRESENTATION</p> <p>Welcome by Dane Linn, Director, Education Division, NGA Center for Best Practices Welcome by Valerie Forti, President, The Education Partnership</p> <p>Collective Bargaining in Education: Negotiating Change in Today's Schools</p> <p>SPEAKER: Andrew J. Rotherham, <i>Co-Director, Education Sector</i></p> <p>This session will provide an overview of the role that collective bargaining has played and the influence it has had on education. Mr. Rotherham will provide an overview of the findings and issues presented in a book that carries the same title as this session and presents a variety of viewpoints on the issues at hand. The presentation will provide a foundation of information for the day's discussions.</p>	BALLROOM A-B
9:00 a.m.	<p>PANEL DISCUSSION I</p> <p>State Law: The Context for Bargaining</p> <p>State laws dealing with collective bargaining vary considerably, and these laws shape the role that teachers' unions play in each state and determine what gets negotiated in collective bargaining agreements. In turn, these agreements have an impact on how education is delivered and, ultimately, on teaching and learning. The panelists will provide their perspectives on a range of issues including the effect of state laws on the scope of negotiations in their states.</p> <p>PANELISTS: Alan Bersin, <i>California Secretary of Education</i> Randi Weingarten, <i>President, United Federation of Teachers, New York City</i></p>	BALLROOM A-B
10:30 a.m.	<p>MODERATOR: Warren Simmons, <i>Executive Director, Annenberg Institute for School Reform</i></p>	

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10:30 a.m.	BREAK	FOYER
10:45 a.m.	<p>PANEL DISCUSSION II Challenges and Opportunities</p> <p>Traditionally, discussions about collective bargaining were approached from either a pro-labor or anti-labor position. In recent years, research has confirmed the impact of teachers on student learning and has highlighted the inequitable distribution of experienced and more effective teachers among schools. Whatever the initial good intentions, collective bargaining in education is increasingly seen as posing barriers to education reform and improved student achievement. What is the role of collective bargaining in education today? What are the implications for state efforts to improve teaching and learning? Panelists will discuss the scope of collective bargaining in the context of their states' policies and negotiated outcomes in areas such as teacher working conditions, evaluation, assignment and dismissal, principal management of schools, and improved student achievement.</p> <p>PANELISTS: Marcia Reback, <i>President, Rhode Island Federation of Teachers and Health Professionals</i> Richard Stutman, <i>President, Boston Teachers Union</i> Gene Wilhoit, <i>Executive Director, Council of Chief State School Officers (CCSSO)</i></p> <p>MODERATOR: Peter McWalters, <i>Rhode Island Commissioner of Elementary and Secondary Education</i></p>	BALLROOM A–B
12:15 p.m.	<p>LUNCHEON PRESENTATION A New Compensation Model in Denver, Colorado</p> <p>INTRODUCTION: Kenneth K. Wong, <i>Director, Urban Education Policy Program, Brown University</i></p> <p>SPEAKER: Brad Jupp, <i>Senior Academic Policy Advisor, Denver Public Schools, former member of the Denver Classroom Teachers Association and member of the Denver ProComp Design Team</i></p> <p>Mr. Jupp is a former classroom teacher and union leader actively involved in the design and pilot of the ProComp teacher pay system in Denver. ProComp is a collaborative project of the Denver Classroom Teachers Association and the Denver Public Schools and provides an interesting example of innovative practices for supporting teachers and promoting student learning. Mr. Jupp will discuss his experience with ProComp, explain the challenges of implementing this program in the context of Colorado's collective bargaining policy, and share the lessons policy-makers in other states can learn from this local experiment.</p> <p>DISCUSSANT: Louise A. Sundin, <i>Past-President, Minneapolis Federation of Teachers and Co-Director, Teacher Union Reform Network</i></p>	BALLROOM C–D
1:30 p.m.		

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<p>1:30 p.m.</p>	<p>PANEL DISCUSSION III National and Research Perspectives</p> <p>Panelists will discuss what their research and experiences tell us about the impact of the collective bargaining process on teaching and learning.</p> <p>PANELISTS: Julia Koppich, <i>Education Consultant</i> Michael Podgursky, <i>University of Missouri</i> Michelle Rhee, <i>President, The New Teacher Project</i> Adam Urbanski, <i>Director, Teacher Union Reform Network, and President, Rochester Teachers Association</i></p> <p>MODERATOR: Bridget Curran, <i>Program Director, NGA Center for Best Practices</i></p>	<p>BALLROOM A–B</p>
<p>3:00 p.m.</p>	<p>STATE TEAM AND SMALL GROUP DISCUSSIONS</p> <p>INTRODUCTION: Valerie Forti, <i>President, The Education Partnership</i></p> <p>Participants will divide up according to state teams or in small groups of individuals to reflect on the day’s presentations and on collective bargaining in their own states. Facilitators will help guide the discussions and will ask participants to consider such questions as: What are the key issues or concerns in our/my state? What impact do collective bargaining laws have on negotiations and, ultimately, teaching and learning? What changes might we consider?</p>	<p>BALLROOM A–B</p>
<p>4:45 p.m. 5:00 p.m.</p>	<p>WRAP-UP AND NEXT STEPS</p> <p>Dane Linn will summarize key lessons and next steps from the conference and offer information about assistance and information available to help state leaders with their next steps.</p>	<p>BALLROOM A–B</p>