

## Workshop Presenters

**Duane Martin** has extensive experience representing public school districts in collective bargaining matters. Practicing in Missouri and Kansas, Mr. Martin served as lead counsel in the landmark case in Missouri regarding public sector collective bargaining, *Independence National Education Association et al v. Independence School District*. He has represented Missouri public school districts regarding labor relations issues before Missouri trial and appellate courts and the Missouri State Board of Mediation. Mr. Martin has advised numerous Missouri school districts regarding the election of teacher representatives, collective bargaining board policies and procedures, response to the organization of classified employees, and labor contract negotiations. He is also a frequent speaker regarding labor and employment matters in presentations to Missouri school administrators and school board members.

**Dr. Michael Jinks** is currently an assistant professor in education leadership at the University of Central Missouri. He has 34 years experience in public school administration. He served 29 of those years as a district superintendent, with the last twenty at Warrensburg R-VI School District. Prior to moving to Missouri, he served as a superintendent in two districts in Iowa and one in Nebraska. He also was a teacher in suburban Omaha. During his fourteen years in Nebraska and Iowa he participated in collective bargaining and was the chief district spokesman in each of the three districts where he served as superintendent. He has presented at the Iowa Employee Relations Conference on the challenges of changing contract language and at numerous other meetings on collective bargaining.

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COLUMBIA, MO  
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MASSP  
2409 West Ash Street  
Columbia, MO  
65203-0045

## What Every Principal Needs To Know About Collective Bargaining



*Sponsored by*

**The Missouri Association of  
Secondary School Principals**

**The Missouri Association of  
Elementary School Principals**

## REGISTRATION FORM

## Workshop Description

\_\_\_\_\_  
Name of Registrant

\_\_\_\_\_  
School Name

\_\_\_\_\_  
School District

\_\_\_\_\_  
District Address

\_\_\_\_\_  
District City/Zip

\_\_\_\_\_  
E-Mail for Confirmation

**METHOD OF PAYMENT: *Fee is \$75.00 per person.***

Make Check or P.O. to MASSP and return form to:

MASSP  
2409 West Ash ST  
Columbia, MO 65203-0045

Check Enclosed \_\_\_\_\_ Purchase Order # \_\_\_\_\_

Credit Card \_\_\_\_\_

*Fax form and then call the MASSP office at 573-445-5071 if you wish to pay by Mastercard or Visa*

Check site to attend:

\_\_\_\_\_ St. Louis (4/24)

\_\_\_\_\_ Kansas City (5/1)

If more than one person is registering from your school/district, please copy this form and fill out each person's registration separately. One purchase order number may be used for multiple registrants from the same district.

In the spring of 2007 the Missouri Supreme Court overturned a sixty-year old precedent that gave collective bargaining rights only to private sector employees, and said public employees have a right to collectively bargain.

This ruling has the potential to change dramatically the relationship between teachers and administrators, particularly building principals. The court left it up to the Missouri General Assembly to write the rules for collective bargaining agreements, however, the General Assembly has thus far decided to leave that responsibility to each of the state's school districts.

As individual districts enter into bargaining agreements with bargaining agents of the district's teachers, these agreements will set precedents regarding the working conditions the district and each building administrator must follow. These agreements will have the potential to dramatically impact principal/teacher relationships.

MASSP and MAESP believe that building principals must be actively involved in their district's collective bargaining process because they will be the individuals in the district charged with the major responsibility of implementing these agreements.

We believe you need to be on your district's bargaining team, or on the district's planning and strategy team. We also know that this whole process of collective bargaining is somewhat foreign to building principals and that professional development regarding this issue is imperative.

These workshops will include discussion on the following topics:

- Collective Bargaining for School Employees in a Nutshell
- The Critical Role of the Principal in the Bargaining Process
- Pitfalls for Principals in Bargaining Agreements
- Implementing Bargaining Contracts

MASSP and MAESP are pleased to invite you to attend one of the following half day workshops.

### Collective Bargaining Workshop Sites

April 24, 2009

St. Louis RPDC at University of Missouri-St. Louis  
8225 Florissant Road  
(please park on lot across the street from the center)

May 1, 2009

Kansas City Business & Technology College  
I-435 & Front Street  
(Annex – Room BTCA 104B)

**All conferences begin at 9:00 a.m. and conclude at 12:00 p.m.**

*Cancellation Policy: A full refund will be made if requested up to 5 business days prior to the workshop. After that date there will be a \$20.00 administrative fee for cancellations/no shows.*