



2020 ARBP Research and Bargaining Virtual Conference December 8- December 10 Agenda

Tuesday December 8, 2020

11:30 - 1:00 ET – Concurrent Sessions

Restarting and Reinventing School: New Supports for Educators and Students

This session will describe an overarching framework to guide policymakers and educators in supporting equitable, effective teaching and learning across all instructional formats. Focus areas will include the staffing effects of COVID and the use of meaningful assessments to inform instruction, provide support, and empower learners in a COVID environment.

Abby Schachner, Ph.D., is a Senior Researcher at LPI

Steve Wojcikiewicz, Ph.D., is a Senior Researcher and Policy Advisor at LPI

The Current State of Group Medicare Benefits

This session will provide an overview of the historical and current state of post-retirement health benefits. The discussion will highlight the importance of providing current benefits to retirees and explore what plan sponsors are doing to minimize cost and maximize coverage.

Kelly Hartnett, Regional Director - Mid-Atlantic, Labor First, LLC / Retiree First, LLC

Larry Behrman, Vice President of Sales, Labor First, LLC / Retiree First, LLC,

2:00 – 3:30 ET - Concurrent Sessions

Crowdsourcing Data: The Case of Tracking COVID in Schools

This session will focus on how to crowdsource data and the pros and cons of this methodology by exploring the case of NEA's PK-12 COVID Reporting Site. We will cover the logistics of crowdsourcing and discuss applications beyond COVID tracking, such as ESP privatization and local health and safety committees.

Stacey Pelika, Director of Research, National Education Association

Kathleen Flaherty, Research Analyst, NEA Research

OGC Updates: trends at the NLRB, DOL, and state agencies, and post-*Espinoza* voucher programs

We will discuss recent decisions and guidance of the NLRB and DOL, and how those issues have been addressed by states' public employment relations agencies and labor departments, with the aim to provide practical guidance to inform collective bargaining and other concerted action by our affiliates. This presentation will include a discussion of issues that representatives must be aware of at the bargaining table and beyond. We will also discuss the current state of voucher programs following the Supreme Court's 2020 decision in *Espinoza v. Montana Department of Revenue*.

Jeffrey W. Burritt, NEA Staff Counsel

Keira McNett, NEA Staff Counsel

Kristen L. Hollar, NEA Staff Counsel

4:00 – 5:30 ET – Plenary Session 1:

Demanding Justice for Black Lives to Transform the Union

Using NEAs Justice for Black Lives Demands as a frame, participants will engage in an interactive exploration of how our union must transform if we are to create racially just and equitable unions and schools. Participants will also begin to identify some strategies to begin these discussions when they return home.

Aaron Dorsey, Senior Program/Policy Analyst Specialist, NEA

Wednesday, December 9, 2020

11:30 – 1:00 ET – Concurrent Sessions

Are Your Salaries on Schedule?

What are the elements that make a good salary schedule. Examining the structures of a salary schedule and determining how to make better salary schedules. The objectives of this session will be to examine different salary schedule structures and look at ways to determine what makes a good salary schedule. Will we try to learn how to examine a schedule using various methods, these would be some of the objectives, such as lifetime earnings, beginning and ending salaries, do dead zones matter, what are the psychological impacts of salary schedule constructions.

Jay Blain, Director of Policy and Research, Utah Education Association

Incorporating Comprehensive Research in a Higher Ed Bargaining Campaign

Presenters will review the research conducted pursuant to a higher ed bargaining campaign, and how findings were used to organize members and community allies. Bargaining research is frequently limited to the employer's financial position. A comprehensive research approach can uncover alternative

sources of revenue, conflicts of interest among decision-makers, and opportunities to engage community allies in areas of common interest. Participants will learn how to employ a similar strategy based on research that can be conducted using publicly available information.

Susan Nogan, Strategic Research Analyst, NEA

Justin Tzuanos, Organizational Specialist, NEA

2:00 – 3:30 ET – Concurrent Sessions

Organizing in the Time of COVID Using Digital Organizing for Work Actions!

This session will provide an overview of organizing strategies that build power by engaging and empowering members. We will look at the importance of tracking member data, developing strong communication and leadership structures, and strategies for digital organizing.

Jennifer Silves, WEA Bargaining Specialist

Chad Bishop, WEA Organizing Specialist

Scott Knowles, WEA Organizing Specialist

What can we say about the pandemic's economic effects?

The pandemic has been an unprecedented shock to the American and global economic systems. In this session, economists from NEA and EPI will discuss what we know – and what we yet don't know – about the effects of the pandemic on educator employment and school finance

Tom Zembar, Senior Policy Analyst in Education Policy and Practice at NEA.

Dwight Holmes, Senior Policy Analyst in the Research Department at NEA.

Elise Gould, Senior Economist at the Economic Policy Institute

4:00 – 5:30 ET – Plenary Session 2:

The Critical Issues of Teacher Pay & Employment

This session presents information from my 16 years of researching relative teacher wages and total compensation. I will show participants how to understand this research and why it matters to issues such as the teacher pipeline & shortages

Sylvia A. Allegretto, co-chair of the Center on Wage and Employment Dynamics at the University of California, Berkeley

5:30 ET – End – Business Meeting and Elections

Thursday December 10, 2020

11:30 – 1:00 ET – Concurrent Sessions

Just and Safe Schools – Demanding Justice for Black Lives

Participants will be introduced to NEAs Justice for Black Lives Demands, explore how to leverage the demands to expand bargaining concepts, discuss and identify strategies to bargain for the common good and build healthy, strong and empowered communities.

Aaron Dorsey, Senior Program/Policy Analyst Specialist, NEA
Angelina Cruz, President of the Racine Education Association

Pension: Millennial Support and Funding Strategies

Millennials, a significant share of NEA members, face much greater challenges for retirement and they already worry about retirement. This presentation discusses how much Millennials care, how relatively rough it is for them to prepare for retirement (yes, even Millennials employed in the public sector), how prepared they are relative to prior generations, and, finally, creating funding strategies in the public plan space. This last bit will be absolutely fresh off the presses.

Dan Doonan, Executive Director, National Institute on Retirement Security (NIRS)

2:00 – 3:30 ET – Concurrent Sessions

The teacher shortage in public schools in the U.S.: an unaddressed problem that the pandemic is further worsening

The shortage of teachers in public schools constitutes a crisis for the teaching profession and a serious problem for the entire education system. Multiple factors explain that teaching has lost its appeal as a profession including teacher pay and compensation from working multiple jobs, stress, systems of professional development, and teachers' voice and influence at their jobs.

Emma García, Economic Policy Institute

Ventilation strategies to mitigate COVID-19

In this session, we'll discuss how to design and implement a COVID-19 indoor air quality plan, specific steps that can be taken to improve the air that students and educators breathe, and strategies for achieving those goals in bargaining and non-bargaining contexts. In part, we'll base the discussion on Designing and Implementing a COVID-19 Indoor Air Quality Plan in Schools, a new report by NEA, but we'll also explore NEA affiliates' work, successes, and challenges in using indoor air quality strategies to mitigate COVID-19.

Joel Solomon, Senior Policy Analyst, Collective Bargaining and Member Advocacy Department,
NEA

4:00 – 5:30 ET - Plenary Session 3:

Do Education Unions Help or Hurt?

For decades research on the impact of education unions has been sparse with questionable methods and spotty results. However, the past few years, a few researchers have developed new techniques to discover the impact on student achievement and school environment, not just teacher wages and benefits.

Dr. Gretchen Dziadosz, Executive Director, Great Lakes Center for Education Research and Practice