

# CONVENIENT ONE-DAY FORMAT

## IS YOUR SALARY GUIDE SUFFERING FROM...

### ANALYZING & CONSTRUCTING SALARY GUIDES

February 21, 2009 • RWJ Hamilton Conference Center  
9:00 a.m. – 7:30 p.m. (registration 8:30 a.m.)

If your guide suffers from these, or other such maladies, you should attend **Analyzing and Constructing Salary Guides**. After all, your district's salary guides directly affect your ability to attract, retain and equitably reward staff throughout the guide (not just those at senior steps). This training program is full of hands-on activities to help your board learn how to analyze, develop and negotiate salary guides. Program topics include:

#### ANALYZING THE DISTRICT'S EXISTING GUIDE

- Understand guide structure
- Identify problem areas such as "balloons"
- Discover how much the guide is really costing

#### ESTABLISHING BOARD GOALS

- Understand how the guide affects personnel goals and staffing
- Set goals that address the district's specific needs

#### DEVELOPING GUIDES

- Eliminate balloon steps
- Reduce increment costs
- Redirect money on the guide to allow your district to be more competitive in attracting and retaining new teachers
- Develop guides that better meet the board's goals

#### NEGOTIATING SALARY GUIDES

- Discover negotiations techniques for achieving guide changes
- Learn how to respond to union negotiations strategies and tactics
- Hear success stories of other districts' achievements

A bad case of "balloon" or "bubble" steps?

Chronic noncompetitive starting salaries?

Acute inequitable distribution of salary increases?



#### IMPORTANT NOTICE:

The school district accountability law places travel restrictions on school board members. Advanced travel approval is required. For details, visit [www.njsba.org/accountabilityact/](http://www.njsba.org/accountabilityact/)



Academy Credits: 4  
Core Areas for CBM & MBM: Labor Relations

To register or for more information, call the NJSBA Call Center at (888) 886-5722, ext. 5217, or direct line (609) 278-5217, or complete the coupon below and fax it to (609) 695-2934.

**Cancellation Policy:** Cancellations made up to 10 working days prior to the program date will be refunded the entire registration fee. Cancellations made between 10 working days and 72 hours of the program start will be charged \$25. Cancellations made within 72 hours and no-shows will be charged the full fee. For possible program cancellations due to inclement weather, call (609) 392-2000.

Please register me for **NJSBA's Analyzing and Constructing Salary Guides**, Saturday, February 21, 2009, at the RWJ Hamilton Conference Center. The registration fee includes refreshment breaks, meals and materials.

- Bill Board (**P.O. must accompany registration form**)\*       Payment enclosed (Make check payable to NJSBA)  
 Member \$207 per person       Non-member \$414 per person

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_  
DISTRICT: \_\_\_\_\_ COUNTY: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
PHONE: (h) \_\_\_\_\_ (b) \_\_\_\_\_  
FAX: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

**Return to:** New Jersey School Boards Association, Call Center  
413 W. State Street, P.O. Box 909, Trenton, New Jersey 08605-0909 or FAX: 609-695-2934

\*In order to register, a purchase order number is required. Please send it with your coupon.  
Travel directions will be provided when your registration is confirmed.