

# CONVENIENT ONE-DAY FORMAT

## IS YOUR SALARY GUIDE SUFFERING FROM...

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 district's achievements

## ANALYZING & CONSTRUCTING SALARY GUIDES

February 25, 2006 • Ramada Inn and National Conference Center, East Windsor  
9:00 a.m. – 8:30 p.m. (registration 8:30 a.m.)

**Cancellation Policy:** A \$25 fee will be charged for cancellations made within 10 working days of the program. 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.

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

Chronic non-competitive starting salaries?

Acute inequitable distribution of salary increases?



**Academy Credits: 4**

**Core Areas for CBM & MBM: Labor Relations**

To register or for more information, call NJSBA's Labor Relations Department at 1-888-886-5722, extension 5224, or complete the coupon below and fax to 609-695-0413.

Please register me for **NJSBA's Analyzing and Construction Salary Guides**, Saturday, February 25, 2006, at the Ramada Inn, National Conference Center, East Windsor. The registration fee includes refreshment breaks, meals and materials.

- Bill Board (Voucher enclosed)\*     Payment enclosed (Make check payable to NJSBA)
- Member \$190 per person     Non-member \$380 per person

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

DISTRICT: \_\_\_\_\_ COUNTY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: (h) \_\_\_\_\_ (b) \_\_\_\_\_

FAX: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

**Return to:** New Jersey School Boards Association, Labor Relations Department  
413 W. State Street, P.O. Box 909, Trenton, New Jersey 08605-0909 or FAX: 609-695-0413

\*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.