

## **The Power and Success of Interest-based Negotiations for School Contracts**

*Presented by Dr. Neil Katz*

School district contract negotiations are too often characterized by rancor, bitterness, fractured relationships, and non-optimal solutions. Thankfully, new developments in negotiation theory and practice have proved successful in turning school contract negotiations into sessions that produce high levels of satisfaction in terms of relationship building, procedural methods, and creative substantive outcomes. This session, led by one of the nations' foremost leaders of this approach, will distinguish between traditional negotiations vs. interest-based negotiations in labor-management relations. After reviewing the essential elements and stages of interest-based negotiations, the presenter will discuss his experience in successfully using this approach with various school systems throughout the country and in Iceland. Evaluative data from several school systems will demonstrate the power of this approach. Attendees will walk away with information that will allow them to make a decision whether to use interest-based approaches in their next contract negotiations with teachers and other constituents in their schools.



**Dr. Neil Katz** is Director of Training and Organizational Development of the Executive Education Program of the nationally renowned Maxwell School of Citizenship and Public Affairs of Syracuse University. In addition to teaching at Syracuse and other universities for 32 years and authoring over 30 publications on conflict resolution, Neil has consulted with organizational leaders in many prestigious organizations in public and private sectors. In recent years, Neil trained and facilitated interest-based negotiation processes for both labor and management participants including working with numerous federal labor-management committees. In the past few years, Neil's training and facilitating in interest-based negotiations has helped to successfully settle contract disputes among administrators, board members, teachers, bus-drivers and support staff.

