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Teacher Union Bargaining

Michael H. Moskow



Teacher Union Bargaining:

Teachers, Unions, and Collective Bargaining in Public Education Anthony M. Cresswell, Michael J. Murphy, Charles T. Kerchner, 1980 Teachers Unions and Collective Bargaining in Public Education addresses the most important aspects of the collective bargaining system

Collective Bargaining in Education Jane Hannaway, Andrew J. Rotherham, 2006-02-01 This timely and comprehensive volume will spur and strengthen public debate over the role of teachers unions in education reform for years to come Collective bargaining shapes the way public schools are organized financed staffed and operated Understanding collective bargaining in education and its impact on the day to day life of schools is critical to designing and implementing reforms that will successfully raise student achievement But when it comes to public discussion of school reform teachers unions are the proverbial elephant in the room Despite the tremendous influence of teachers unions there has not been a significant research based book examining the role of collective bargaining in education in more than two decades As a result there is little basis for a constructive empirically grounded dialogue about the role of teachers unions in education today

Understanding the Teacher Union Contract Myron Lieberman, 2000 Unionization of teachers has led to fundamental changes in the management of education and in relations between teachers and school districts

Understanding the Teacher Union Contract explores the implications of this collective bargaining revolution in education Through detailed examination Lieberman shows how the kinds of provisions typically found in teacher union contracts affect the educational workplace and education reform and how they might be revised to the benefit of students parents and the public Lieberman begins with the respective roles of school district management and teacher unions Unlike managers in the private sector school district officials are part of a government agency that is legally responsible for operating public schools in the public interest They must balance the interests of employees with the needs of students taxpayers and parents as well as with district educational goals Teacher unions primary objectives are to enhance employee welfare and to promote the union as an effective organization Unions must balance the differing needs of various groups within their membership for example by resolving tensions between older teachers who want improved retirement benefits and younger teachers who might prefer more rapid salary increases Lieberman shows how competing union and management goals play out in collective bargaining and are embodied in teacher union contracts He argues that by developing an understanding of teacher unions their role and their needs district officials and school board members can bargain more effectively and develop a productive ongoing relationship with unions This highly readable book will be of interest not only to school administrators and board members but also to teacher representatives parents taxpayers and members of the media who report on education

Labor Relations in Education Todd A. DeMitchell, 2010-01-16 Collective bargaining in the public schools of the nation has its legal roots in the industrial labor model fashioned in the 1930s out of labor strife between union organizers and private businesses This industrial union labor model was transplanted almost wholesale into the public sector over fifty years ago

when teachers fire and police personnel were granted the legislative right to collectively bargain their wages benefits and terms and conditions of employment in most states What impact has this industrial model had on public education and on the relationship between teachers and administrators Labor Relations in Education explores unions and collective bargaining in the public schools of America The history of the laws the politics of the response to collective bargaining and unions and the practices of bargaining and managing a contract are explored in this volume Changes that may move labor relations into professional relations and away from the industrial labor union model and diminish the schism that exists between educators are discussed A fully developed simulation is included to employ the practices and concepts discussed in the book

Teacher Union Bargaining Gene Geisert, Myron Lieberman, 1994 This book tells you everything you need to know about face to face negotiations Two nationally recognized leaders who specialize in relationships between school boards and teacher unions have prepared this comprehensive reference for school board members administrators teachers and concerned parents *Teachers and Unions* Michael H. Moskow, 2016-11-11 Founded in 1921 as a separate Wharton department the Industrial Research Unit has a long record of publication and research in the labor market productivity union relations and business report fields Major Industrial Research Unit studies as published as research projects are completed This volume is Study no 42 *Teacher Unions and Educational Reform* Lorraine McDonnell, Anthony H. Pascal, 1988 This report examines the participation of teacher unions in the education reform process It analyzes the many roles that these organizations are playing at the national state and local levels through collective bargaining and political action The focus is upon three major issues 1 the extent to which teacher unions have attained more professional teaching conditions through collective bargaining 2 the political response of teacher organizations to national state and local reform initiatives and 3 the way in which the interests and activities of teacher organizations are likely to shape successive generations of educational reform particularly efforts to restructure the teaching profession The report is addressed to policymakers teacher union leaders education researchers and others interested in enhancing the professional status of teachers JD **The Teacher Unions** Myron Lieberman, 1997 Everyone wants to reform public education in America But few realize that the principal obstruction to all reform is a pair of powerful and well entrenched organizations the National Education Association NEA and the American Federation of Teachers AFT Unions and Public Schools Randall W. Eberts, Joe A. Stone, 1984 Examination of the effects of collective bargaining of public education teachers in the USA covers trade unionization working conditions and wages esp Wage differentials with nonunionized workers labour disputes the effect on teaching standards and student performance labour contracts resource allocation Bibliography graphs and statistical tables Teachers and Their Unions Todd A. DeMitchell, 2020-01-15 Teachers and Their Unions Labor Relations in Uncertain Times explores the decade of uncertainty in public education following the Great Recession by first laying a foundation that describes the development of teachers and public education and the rise of teacher unions The selection of the industrial labor model at the outset of

public sector collective bargaining set the table for challenges to its fit with education The theme of teacher as member of a union and teacher as a professional is explored within the context of a collective bargaining environment The section Law and Politics in Uncertain Times Retrenchment and Assault explores the decade of uncertainty It reviews the industrial union model and within the twin challenges of the conundrum of teacher as union member and professional in the struggles of the decade Tenure boondoggle or necessary protection VAM rank and yank right to work agency fees and teacher strikes are explored within the themes of the industrial union model and the tension of union member and professional The book concludes with thoughts for the future and responds to the question of whether teacher unions are still pertinent

Collective Negotiations; a Guide to School Board - Teacher Relations Robert G. Andree,1970 Understanding the Teacher Union Contract Myron Lieberman,2000 Unionization of teachers has lead to major changes in education management and in relations between teachers and school districts This text looks at how teacher union contracts affect the workplace and educational reform and how they might be revised to benefit the students parents and public *Taking Charge of Quality* Charles Taylor Kerchner,Julia E. Koppich,Joseph G. Weeres,1998-08-25 An introduction and companion to United Mind Workers one of the most provocative educational reform books of the 90s This booklet is the ultimate study group discussion starter on teacher s union reform Taking Charge of Quality outlines proposals for improving the quality of teaching touching on issues such as standards peer review career ladders hiring halls school based compacts and teacher accountability Includes a resource section **The Changing Idea of a Teachers' Union** Charles T. Kerchner,Douglas E. Mitchell,1988 **Understanding the Teacher Union Contract** Myron Lieberman, Unionization of teachers has led to fundamental changes in the management of education and in relations between teachers and school districts Understanding the Teacher Union Contract explores the implications of this collective bargaining revolution in education Through detailed examination Lieberman shows how the kinds of provisions typically found in teacher union contracts affect the educational workplace and education reform and how they might be revised to the benefit of students parents and the public Lieberman begins with the respective roles of school district management and teacher unions Unlike managers in the private sector school district officials are part of a government agency that is legally responsible for operating public schools in the public interest They must balance the interests of employees with the needs of students taxpayers and parents as well as with district educational goals Teacher unions primary objectives are to enhance employee welfare and to promote the union as an effective organization Unions must balance the differing needs of various groups within their membership for example by resolving tensions between older teachers who want improved retirement benefits and younger teachers who might prefer more rapid salary increases Lieberman shows how competing union and management goals play out in collective bargaining and are embodied in teacher union contracts He argues that by developing an understanding of teacher unions their role and their needs district officials and school board members can bargain more effectively and develop a productive ongoing

relationship with unions This highly readable book will be of interest not only to school administrators and board members but also to teacher representatives parents taxpayers and members of the media who report on education *A Fight for the Soul of Public Education* Steven Ashby, Robert Bruno, 2016-11-04 In reaction to the changes imposed on public schools across the country in the name of education reform the Chicago Teachers Union redefined its traditional role and waged a multidimensional fight that produced a community wide school strike and transformed the scope of collective bargaining into arenas that few labor relations experts thought possible Using interviews first person accounts participant observation union documents and media reports Steven K Ashby and Robert Bruno tell the story of the 2012 strike that shut down the Chicago school system for seven days *A Fight for the Soul of Public Education* takes into account two overlapping parallel and equally important stories One is a grassroots story of worker activism told from the perspective of rank and file union members and their community supporters Ashby and Bruno provide a detailed account of how the strike became an international cause when other teachers unions had largely surrendered to corporate driven education reform The second story describes the role of state and national politics in imposing educational governance changes on public schools and draconian limitations on union bargaining rights It includes a detailed account of the actual bargaining process revealing the mundane and the transcendental strategies of both school board and union representatives

Teacher Unions, School Staffing, and Reform Susan Moore Johnson, 1985 *Conflicting Missions?* Tom Loveless, 2011-04-01 Ask people whether teachers unions are good or bad for education and you are likely to receive a wide variety of opinions A 1998 Gallup Poll asked whether teachers unions helped hurt or made no difference in the quality of education in U S public schools Twenty seven percent responded that unions helped 26 percent that they hurt and 37 percent that they made no difference 10 percent of those surveyed said they did not know Although teachers unions were first organized in the nineteenth century and collective bargaining has been a fact of life in most communities since the 1960s the body of literature evaluating the impact of teachers unions on American education is surprisingly small *Conflicting Missions* helps close the knowledge gap by providing a clear balanced analysis of the role of teachers unions in education reform The volume emerges from a 1998 conference organized by the Program on Education Policy and Governance at Harvard University The contributors represent a broad array of disciplinary backgrounds and methodological approaches including some of the unions harshest critics and most loyal supporters In examining the relationship of teachers unions and educational reform the authors approach the subject from several directions They ask whether unions affect educational productivity most notably in terms of student achievement They analyze how teachers unions function as professional organizations concerned with the occupation of teaching as institutional actors defending interests within a bureaucratic system of education and as political actors wielding influence on legislation and elections Reflecting a variety of perspectives and opinions *Conflicting Missions* offers a balanced analysis of a controversial topic It is a useful starting point for readers who want to discover the complexity of teachers

unions and their influence both positive and negative on the national effort to improve America's schools

A Collective Pursuit Lesley Lavery, 2020-05-29 Teachers unions are the organizations responsible for safeguarding the conditions of teachers' employment. Union supporters claim strong synergies between teachers' interests and students' interests, but critics of unions insist that the stance of teachers in collective bargaining may disadvantage students as unions reduce the power of administrators to manage, reward, or retain excellent teachers. In *A Collective Pursuit*, Lesley Lavery unpacks how teachers unions today are fighting for contracts that allow them to earn a decent living and build schools all students deserve. She explains the form and function of the nation's largest teachers unions. Lavery then explores unionization campaigns in the Twin Cities charter schools. *A Collective Pursuit* also examines teacher strikes and contract negotiations, school finance and finance reform, and district and union attempts to address racial achievement gaps to provide a context for understanding the economic, political, and demographic forces that inspire teachers to improve conditions for students. *A Collective Pursuit* emphasizes that while teachers unions serve a traditional economic role, they also provide a vast array of valuable services to students, educators, parents, and community members.

Teacher Unions and Parent Involvement Charlene K. Haar, 1999-01-01 This booklet, part of the Education Policy Institute series about teacher union issues, clarifies the concept of parent involvement in educational reform, analyzing the treatment of parents in collective bargaining contracts between teacher unions and school boards and in union policy resolutions. Chapter 1 introduces the issue, offering an overview of the National Education Association (NEA) and American Federation of Teachers (AFT). Chapter 2 presents NEA and AFT policies related to parents, discussing NEA resolutions, AFT resolutions, parents in NEA's legislative agenda, NEA publications, and AFT publications. Overall, all NEA and AFT materials on parent involvement define it in ways that strengthen or do not challenge teacher and union roles in education. Chapter 3 discusses how parents are treated in teacher bargaining and teacher union contracts with school districts, including actual union proposals and articles excerpted from teacher union school district contracts. Chapter 4 reviews teacher union relations with the National PTA and its state and local affiliates. These relations help explain how collective bargaining affects parent involvement. Chapter 5 summarizes the issue, noting the huge gap between union rhetoric and union practice regarding parent involvement. The rhetoric praises and urges involvement, while the practice discourages it. The NEA and AFT use parent involvement more to support union policy and legislative objectives than to help children learn. Contains 44 endnotes. SM

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