



NEW YORK STATE ASSOCIATION OF  
**MANAGEMENT ADVOCATES FOR  
SCHOOL LABOR AFFAIRS**  
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## 46TH ANNUAL SUMMER CONFERENCE

**JULY 14-17, 2024**

### TENTATIVE PROGRAM OUTLINE

#### SUNDAY JULY 14

#### PRE-CONFERENCE

- 8:30 - 9:30**      **CONTINENTAL BREAKFAST** *(provided as part of program)*  
**PROGRAM REGISTRATION**
- 9:30 - 11:30**    **ARBITRATION CASE STUDY** | Using a recent case, we will look at best practices at each step of the process of handling a grievance; from the filing of the grievance through to arbitration, and beyond.
- 11:30 - 12:30**    **LUNCH** *(provided as part of program)*
- 12:30 - 2:00**     **RETENTION WORKSHOP** | The Syracuse City Schools hired a retention specialist and instituted a number of other strategies for staff retention and recruitment. A report from the field on how these are working.
- 5:00 - 7:00**      **President's Reception**

#### MONDAY JULY 15

#### MASLA CONFERENCE PROGRAM

- 8:00 - 8:45**      **WELCOME AND REGISTRATION**
- 8:45 - 10:00**    **AI IN THE SCHOOLS; THE LABOR RELATIONS RAMIFICATIONS** | What will be the effects of artificial intelligence on the issues facing us in negotiations, addressing discipline and how we advocate for school districts.
- 10:00 – 10:15**    **BREAK**
- 10:15- 11:15**    **WHISTLE BLOWER PROTECTION AND RETALIATION CLAIMS**
- 11:15- Noon**    **SELF CARE OF THE LABOR RELATIONS PROFESSIONAL** | After he retired to care for his disabled wife John Lynch was diagnosed with a rare and aggressive form of lymphoma. In this presentation, he shares what he learned about caregiving and caring for oneself, including the importance of estate planning, powers of attorney and living wills.
- Noon – 1:15**    **LUNCH** | *on your own*

<b>1:15 - 2:30</b>	<b>THE RISE AND FALL OF THE TEACHING PROFESSION</b>   Across every single indicator data shows that the overall wellbeing of the teaching profession today is at or near historically low levels and the perception of teacher prestige has fallen. Looking at past patterns and data, how did we get here and what are the prospects of this changing.
<b>2:30 – 2:45</b>	<b>BREAK</b>
<b>2:45 - 4:00</b>	<b>SEXUAL DISPARITIES IN ADMINISTRATOR COMPENSATION</b>   A review of a recent study over the factors that lead to gender inequality among school district administrators.
<b>6:00-9:00</b>	<b>EVENT</b>   <b>Artisanal Brew Works, 617 Maple Ave. Saratoga Springs</b> – Unwind with Dinner, drinks, music and games.

## TUESDAY JULY 16

## MASLA CONFERENCE PROGRAM

<b>8:30 - 9:45</b>	<b>ANNUAL LEGAL UPDATE</b>   A detailed review of the cases important to your work and our schools.
<b>9:45 – 10:00</b>	<b>BREAK</b>
<b>10:00 -11:00</b>	<b>ADDRESSING CONFLICT AT WORK</b>   With the upcoming elections, what can we do to maintain civility in the workplace while respecting employee rights.
<b>11:00 -Noon</b>	<b>WORKPLACE SAFETY AND SCHOOL LABOR RELATIONS</b>
<b>Noon – 1:15</b>	<b>LUNCH</b>   on your own
<b>1:15 – 2:30</b>	<b>HMO’S, HSA’S AND HIGH DEDUCTIBLE PLANS</b>   Who are the winners and losers and what are the potential costs and savings for districts and employees under different healthcare plan designs.
<b>3:00/Golf</b>	<b>GOLF</b>   <b>MASLA Annual Tournament</b>
<b>DINNER</b>	On your own

## WEDNESDAY JULY 17

## MASLA CONFERENCE PROGRAM

<b>8:30 - 11:30</b>	<b>TRAINING</b>   <b>Title IX Investigations</b> <i><b>Presenter:</b> Dominic D'Imperio, Esq., Labor Relations Specialist/School Attorney, FEH BOCES</i>
<b>Noon - 1:30</b>	<b>ANNUAL BUSINESS MEETING</b>