

# LABOR RELATIONS IN EDUCATION

TODD A. DEMITCHELL

POLICIES, POLITICS,  
AND PRACTICES

# Labor Relations In Education Policies Politics And Practices

**Michael Zanko**



## **Labor Relations In Education Policies Politics And Practices:**

Labor Relations in Education Todd A. DeMitchell, 2010-01-16 This book explores unions and collective bargaining in the public schools of America 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 **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 The SAGE Guide to Educational Leadership and Management Fenwick W. English, 2015-01-29 The SAGE Guide to Educational Leadership and Management allows readers to gain knowledge of educational management in practice while providing insights into challenges facing educational leaders and the strategies skills and techniques needed to enhance administrative performance This guide emphasizes the important skills that effective leaders must develop and refine including communication developing teams coaching and motivating and managing time and priorities While being brief simply written and a highly practical overview for individuals who are new to this field this reference guide will combine practice and research indicate current issues and directions and choices that need to be made Features Benefits 30 brief signed chapters are organized in 10 thematic parts in one volume available in a choice of electronic or print formats designed to enable quick access to basic information Selective boxes enrich and support the narrative chapters with case examples of effective leadership in action Chapters conclude with bibliographic endnotes and references to further readings to guide students to more in depth presentations in other published sources Back matter includes an annotated listing of organizations associations and journals focused on educational leadership and administration and a detailed index This reference guide will serve as a vital source of knowledge to any students pursuing an education degree as well as for individuals interested in the subject matter that do not have a strong foundation of the topic 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 The SAGE Handbook of Educational Leadership Fenwick W. English, 2011-01-11 This fully updated Second Edition offers an unflinching and comprehensive overview of the full range of both practical and theoretical issues facing educational leadership today Editor Fenwick W English and 30 renowned authors boldly address the most fundamental and contested issues in the field including culturally relevant and distributed leadership critical policy and practice issues predicting the new century s conflict the paradox of changes and the promises paradoxes and pitfalls of standards for educational leaders Educators at the Bargaining Table Todd A. DeMitchell, 2018-02-06 Educators at the Bargaining Table provides a roadmap for understanding the path of bargaining for those who have not sat at the table For those beginning bargainers and experienced at the ebb and flow of table talk this book provides signposts and practical applications for bargaining There is something for all educators teachers and administrators early career and experienced educators to learn and apply from this book *Money and Schools* Faith Crampton, R. Craig Wood, David C. Thompson, 2015-05-22 For both aspiring and experienced education leaders in school budgeting finance and resource management courses Money and Schools explains and demonstrates the relationship between money and equality of educational opportunity Grounded in research and best practices this book provides a broad overview of school finance budgeting and resource allocation as well as a detailed examination of day to day funding operations This accessible and engaging book offers strong connections to real world experiences and detailed information on pre K 12 funding history concepts and current operations New to this edition Cutting edge research on the relationship of money and student learning outcomes alterations to state aid distribution formulas new federal education initiatives and a changing landscape in school finance litigation New concepts that have gained traction since the last edition of the book including school choice and privatization Common Core State Standards value added teacher evaluation and growth of online options at the K 12 level Updated end of chapter activities and additional resources that are aligned with the key concepts and content of each chapter Online instructor resources *Money and Schools* David C Thompson, Faith Crampton, Craig, R Wood, 2013-10-02 In the new edition of this essential all inclusive text the authors provide more important research for future principals and others enrolled in graduate level school finance courses Written in a style that is highly

readable the book offers strong connections to real world experiences Readers get both a broad overview of funding concepts and a detailed examination of daily funding operations and will come away with a deep understanding of the relationship between money and student achievement New to this edition Current research on the impact of money on student learning outcomes New concepts that are gaining traction such as sustainability Current web resources and recommended reading

**How Policies Make Interest Groups** Michael T. Hartney,2022-09-28 A critical revelatory examination of teachers unions rise and influence in American politics As most American labor organizations struggle for survival and relevance in the twenty first century teachers unions appear to be an exception Despite being all but nonexistent until the 1960s these unions are maintaining members assets and political influence As the COVID 19 epidemic has illustrated today s teachers unions are something greater than mere labor organizations they are primary influencers of American education policy How Policies Make Interest Groups examines the rise of these unions to their current place of influence in American politics Michael Hartney details how state and local governments adopted a new system of labor relations that subsidized and in turn strengthened the power of teachers unions as interest groups in American politics In doing so governments created a force in American politics an entrenched subsidized machine for membership recruitment political fundraising and electoral mobilization efforts that have informed elections and policymaking ever since Backed by original quantitative research from across the American educational landscape Hartney shows how American education policymaking and labor relations have combined to create some of the very voter blocs to which it currently answers How Policies Make Interest Groups is trenchant essential reading for anyone seeking to understand why some voices in American politics mean more than others

**The Challenges of Mandating School Uniforms in the Public Schools** Todd A. DeMitchell,Richard Fossey,2015-07-08 School uniform policies often associated with private schools are increasingly being adopted in public schools but not without controversy The often asserted reasons for mandating uniforms include improved student behavior better attendance less competition over clothing and improved student learning because students would not be distracted by who was wearing what and could focus on their studies Wishful thinking or empirically tested hypotheses However opponents assert that a mandated uniform seeks to homogenize the students violates their free speech rights and does not solve the problems the policy is intended to remedy The Challenges of Mandating School Uniforms in the Public Schools Free Speech Research and Policy explores the policy rationale the constitutional rights of students and the research on the impact of school uniforms Educators parents and policymakers will find this book and its companion Student Dress Codes and the First Amendment Legal Challenges and Policy Issues a must read when considering student attire issues [Teacher Unions, Social Movements and the Politics of Education in Asia](#) John P. Synott,2017-11-22 This title was first published in 2003 In the globalizing world South Korea is widely regarded as a model example of how a school education system can enhance national economic development Similar claims are made for other Asian NICs such as Taiwan However less understood is how the

education system in South Korea became a site of intense conflict as in the decade from 1989-99 a large movement of teachers battled with the government over development related issues such as democratic reforms and human rights in schooling in a struggle that divided this education oriented society and at times plunged the nation's schools into chaos This book analyses the emergence of the National Teachers Union of Korea Chungeukyojo and traces its struggle for educational reforms The book examines the South Korean education system within national and global contexts and the historical experiences that have shaped the modern nation such as its Confucianist history its experiences of colonialism and the legacy of the Cold War conflict with North Korea As South Korea searches for pathways for reunification economic growth and the consolidation of democratic civil society important new perspectives on the role of education emerge through this analysis of the teachers social movement This book also presents separate chapters on teacher movements in Taiwan and the Philippines that provide interesting comparisons to the South Korean case while revealing the distinctive political and historical experiences that have shaped education in these societies and the emergence of reformist teacher movements In a valuable appendix the author discusses methodological and theoretical aspects of the research in this book

*The Politics of Gender and Education* S. Ali, S. Benjamin, M. Mauthner, 2003-11-25 What are the politics of gender within education How are the issues of gender being explored in diverse educational settings Does gender still matter in education This book draws together the work from an international array of authors working at the cutting edge of gender research in education From policy issues affecting single mothers to the incorporation of Southern learning into Northern contexts this collection provides a compelling argument for renewed engagement with gender issues at both macro and micro political levels within the full range of educational contexts from primary to higher education

*Politics, Policies and Pedagogies in Education* Bob Lingard, 2013-07-24 In the World Library of Educationalists international experts compile career long collections of what they judge to be their finest pieces of work extracts from books key articles salient research findings major theoretical and practical contributions so the world can read them in a single manageable volume Readers will be able to follow the themes and strands and see how their work contributes to the development of the field Bob Lingard has spent the last 30 years researching and writing in universities in Australia England and Scotland about changing education policy issues His work is written from a sociological perspective and with a commitment to social justice He is the co editor and co author of 17 books and more than 100 journal articles and book chapters In *Politics Policies and Pedagogies in Education* Bob Lingard provides critical sociological engagement with the politics of education The focus is education policy and the impact of globalization including epistemological and methodological issues necessary for researching education policy today Topics analyzed include educational restructuring new accountabilities and testing mediatization of education policy policy as numbers the global policy field and policy borrowing pedagogies Lingard also considers the nature of educational research today He has selected 12 of his key writings and in a critical introduction situates and contextualizes the work against key developments in

the field and in the changing world

**The Politics of Policies** Ernesto Stein, 2005 This study analyzes how the workings of the policymaking process affect the quality of policy outcomes It looks beyond a purely technocratic approach arguing that the political and policymaking processes are inseparable It offers a wide variety of examples and case studies and yields useful insights for the design of effective policy reform

*Policies, Politics, and Ideologies of English-Medium Instruction in Asian Universities* Pramod K. Sah, Fan Fang, 2023-06-29 Against the backdrop of uncritical promotions of English medium instruction EMI in higher education globally this edited volume maps out the political ideological and policy related issues of EMI programs in multilingual and multicultural universities in Asia In this volume EMI researchers and practitioners involved in different Asian countries and regions have collaboratively unpacked the critical dimensions of EMI programs in higher education with a goal to provide must needed resources for researchers graduate students higher education leaders and policymakers This volume is the first of its kind in that it provides an exclusive and critical tapestry of EMI at multilingual universities from all parts of Asia including Central Asia Kazakhstan East Asia Mainland China Korea Japan and Taiwan South Asia Bangladesh and Nepal Southeast Asia Brunei Malaysia Philippines Thailand and Vietnam and Western Asia United Arab Emirates The key takeaway for the reader is to not only understand the current phenomenon of EMI in Asian universities but to also learn the dark side of its policies programs and practices that have led to unequal teaching and learning spaces in diverse societies This collection will be of interest to scholars and policymakers in English medium instruction English language teaching TESOL and applied linguistics

**The Politics of Labor in a Global Age** Christopher Candland, Rudra Sil, 2001-09-20 The Politics of Labor in a Global Age is one of the first works to analyse and compare recent shifts in patterns of industrial relations across late industrializing and post socialist economies The volume features original and timely essays on labor relations at national local and workplace levels as economic and political actors cope with the similar challenges associated with economic adjustment measures and the impact of globalization The authors reveal that while globalization has threatened the position of organized labor and prompted business and state elites to accommodate greater labor market flexibility the legacies of past institutions remain evident in distinctive trends in labor politics within and across late industrializing and post socialist settings The comparisons suggest that globalization is best understood not as a source of convergence but as a set of common pressures that are mediated by specific historical inheritances that spur varied responses on the part of industrial relations actors and that facilitate quite diverse institutional outcomes

*Russian Minority Politics in Post-Soviet Latvia and Kyrgyzstan* Michele E. Commercio, 2011-06-06 The collapse of the Soviet Union suddenly rendered ethnic Russians living in non Russian successor states like Latvia and Kyrgyzstan new minorities subject to dramatic political economic and social upheaval As elites in these new states implemented formal policies and condoned informal practices that privileged non Russians ethnic Russians had to react In Russian Minority Politics in Post Soviet Latvia and Kyrgyzstan Michele E Commercio draws on extensive field research including hundreds of personal interviews to analyze the responses

of minority Russians to such policies and practices In particular she focuses on the role played by formal and informal institutions in the crystallization of Russian attitudes preferences and behaviors in these states Commercio asks why there is more out migration and less political mobilization among Russians in Kyrgyzstan a state that adopts policies that placate both Kyrgyz and Russians and less out migration and more political mobilization among Russians in Latvia a state that adopts policies that favor Latvians at the expense of Russians Challenging current thinking she suggests that the answer to this question lies in the power of informal networks After the fall of the Soviet Union the Communist party Komsomol youth organization and KGB networks were transformed into informal networks Russians in Kyrgyzstan were for various reasons isolated from such networks and this isolation restricted their access to the country s private sector making it difficult for them to create effective associations capable of representing their interests This resulted in a high level of Russian exit and the silencing of Russian voices In contrast Russians in Latvia were well connected to such networks which provided them with access to the country s private sector and facilitated the establishment of political parties and nongovernmental organizations that represented their interests This led to a low level of Russian exit and high level of Russian voice Commercio concludes that informal networks have a stronger influence on minority politics than formal institutions

Handbook of Education Politics and Policy Bruce S. Cooper, James G. Cibulka, Lance D. Fusarelli, 2008-06-30 Written by a mix of established and rising stars in school politics policy law finance and reform this comprehensive Handbook provides a three part framework that helps organize this relatively new and loosely organized field of study A central theme running through the book is how to harness politics to school equity and improvement Key features include Thematic Discussions detailed discussions of key topics in educational politics are organized by themes and competing perspectives The overarching themes are 1 the goals of the U S political system justice equity opportunity efficiency and choice 2 the means and resources for reaching these goals and 3 the political behaviors and compromises that seek to mitigate ideological differences and conflicts of interest Research Oriented in addition to summarizing the latest research connected to key topics each chapter exemplifies and reports on the methods and techniques for further exploration of these topics Reform Oriented throughout the book and especially in the summarizing chapter authors provide suggestions for improving the political behaviors of key educational groups and individuals unions superintendents politicians school boards teachers and parents

*The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies* Michael Zanko, 2002 There is considerable rigour behind the work and the contexts are well positioned The books have excellent HR data for not only businesses but employees considering a transfer to an international location In addition to the primary authors cadres of industry advisors were assembled of considerable status and representing mainstream organisations and unions The countries covered total twenty one and in addition there is a summary chapter in volume two on issues trends and implications Obviously there are other reference points available on single countries and indeed dual country comparisons



but this work is timely highly relevant and extremely valuable It is recommended most highly Geoffrey N De Lacy Australian Human Resource Institute Journal A very welcome and valuable addition to the literature this two volume handbook covers current HRM policies and practices in all 21 APEC Asia Pacific Economic Cooperation member economies For the first time we have single source access to a codified set of macro level HRM profiles for APEC membership economies this project helps fill the need for systematic and accurate HRM data in a very large geographic area including four continents divided by the Pacific Ocean this is an impressive compilation and will benefit government and business organizations when formulating strategy for employment relations It will also assist those in the academic sector with the research and teaching of cross cultural management issues It should be a welcome addition to most academic and special libraries with interests in the Asia and the Pacific David A Flynn Business Information Alert It is becoming increasingly recognised that the way in which human resources are managed is a key source of sustainable competitive advantage for business Nowhere Michael Zanko argues is this seen to be more relevant than in the Asia Pacific region The aim of the Handbook and its systematically codified economy human resource management HRM profiles is to improve knowledge and understanding of HRM policy and practices in the Asia Pacific region It serves as a practical guide to predominantly macro level HRM policies and practices in ten APEC economies covering Australia Chinese Taipei Taiwan Hong Kong Indonesia Japan Korea Malaysia People s Republic of China Thailand and the United States of America The Handbook of Human Resource Management Policies and Practices in Asia Pacific Economies Volume I will be essential reading for lecturers researchers academics and managers concerned with human resource management international business management and cross cultural studies The Handbook will also be of great interest to those involved in industrial and employment relations

### **Education Politics for the New Century**

Douglas E. Mitchell, Margaret E. Goertz, 1990 The 1989 Yearbook commemorates the PEA s first twenty years by concentrating on the changing social economic technological and political forces that will shape education politics and policy into the twenty first century The Yearbook focuses on the roles to be played by education professionals local citizen groups government agencies and business leaders in shaping education policy responses to racial and ethnic segregation school restructuring technology utilisation and the development of education politics and policy

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