



School Employers Association of California

presents

The 2017-2018 SEAC School Management Negotiators Certification Program

This innovative and comprehensive training program is designed for new, experienced, and aspiring school district negotiators and management negotiating team members. It provides an excellent overview of collective bargaining for superintendents. The focus is on labor relations knowledge, skills, and competencies needed to function successfully under the California Educational Employment Relations Act (EERA). Participants will acquire fundamental and advanced knowledge and understanding of the EERA, as well as the specific skills and competencies needed to represent their district, school boards and superintendents effectively in collective bargaining, negotiations, and day-to-day labor-employer-employee relations.

Participants receive sixty hours of instruction over six evening/full day sessions.

Two Program options are offered:

**Southern California hosted by Atkinson, Andelson, Loya, Ruud & Romo
(aalrr), 12800 Center Court Drive, Suite 300, Cerritos, CA 90703**

**Northern California hosted by Capitol Advisors Group, LLC, 925 L Street,
Suite 1400, Sacramento, CA 95814**

All sessions are on Thursday evenings (4 hours) and Fridays (6 hours)

The faculty consists of experienced superintendents, assistant superintendents, chief negotiators, professional consultants, and management attorneys all of whom have bargaining and negotiating expertise recognized throughout the state and nation.

This unique program leads to Professional Certification as a certified Labor Relations professional for having met the SEAC Professional Standards for School Management Negotiators.

2017-18 School Management Negotiators Certification Program

Southern California Program Schedule

Location: Atkinson, Andelson, Loya, Ruud & Romo (aa/rr) Cerritos Office
12800 Center Court Drive, Suite 300, Cerritos, CA

Thursdays 5-9 pm; Fridays 8:30 am - 3:00 pm ~ Dr. Louise Taylor, Program Coordinator/Facilitator

Session #1

Thursday, October 19, 2017 Program Overview & Aims (5-5:30 pm)
Dr. Louise Taylor (SEAC)

Collective Bargaining: The History & The Law (EERA) (6-9 pm)
Dr. Ruben Ingram (SEAC)

Friday, October 20, 2017 Collective Bargaining: Connecting History to Now (8:30 - 10 am)
Dr. Ruben Ingram (SEAC)

The Legal Framework for Collective Bargaining: Scope of Bargaining,
Good Faith, Public Notice, Unfair Practice (10 am-3:00 pm)
Dr. Maggie Chidester, Esq. (Chidester & Assoc.)

Session #2

Thursday, November 9, 2017 Gaining Board Direction & Authority for Collective Bargaining (5-6:30 pm)
Dr. Marc Winger, (Supt. Newhall SD, retired 2015)

Communication: Board, District, & Community (6:45-9 pm)
Terilyn Finders & Kelli Moors, (Communications & Legislative Affairs, F3)
Friday, November 10, 2017 Proposals, Contract Language, Contract Administration (8:30-11:30 am)
William Diedrich, Esq. (aa/rr)

The Negotiations Process: Bargaining Strategies & Tactics (Noon-3 pm)
Roger Gallizzi (Supt. Palmdale USD, retired 2013)

Session #3

Thursday, December 14, 2017 Impasse Procedures Under EERA- Impasse/Mediation/Factfinding (5-6 pm)
Bonnie Castrey, J.D. (Dispute Resolver)

Strike Preparation (6:15-8 pm)
Dr. Susan Belenardo (Supt, La Habra CSD, retired 2017)
Preparation for Traditional Negotiations Simulation (8-9 pm)
Dr. Louise Taylor (SEAC)

Friday, December 15, 2017 Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)
Ruben Ingram & Louise Taylor Observers (SEAC)

Session #4

Thursday, January 25, 2018 Health Benefit Basics for Collective Bargaining (5-9 pm)
Mark Lowenthal (SEAC & LCA Health Care Advisors)

Friday, January 26, 2018 Use of Economic and Fiscal Data in Collective Bargaining (+LCAP) (8:30 am-3 pm)
Brett McFadden (CBO, Monterey Peninsula USD) & Barrett Snider (Capitol Advisors)

Session #5

Thursday, February 15, 2018 Collaborative Leadership Practices (5-6 pm)
Dr. Carol Hansen (Superintendent, Ocean View SD)
Building and Preparing the Bargaining Team; Collaborative Leadership
Fundamentals & Practices (6:15-9 pm)

Dr. Debby Collins (Supt, Monrovia USD, retired 2013) &
Dr. Louise Taylor (SEAC)

Friday, February 16, 2018 Interest-Based & Collaborative Bargaining Elements (8:30-3 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired 2013)

Session #6

Thursday, March 15, 2018 Collaborative Negotiations Simulation - Team Preparations & Negotiations
Louise Taylor; Ruben Ingram (SEAC)

Friday, March 16, 2018 Collaborative Negotiations Simulation - Negotiations, con'd
Louise Taylor; Ruben Ingram (SEAC)
Discussion: Traditional vs. Collaborative Negotiations; Program Debrief
SEAC: How we can help you! ~~~ Graduation

With Special thanks to **Andelson, Atkinson, Loya, Ruud & Romo** for hosting the SEAC Southern California Certification Program at their Cerritos location.

School Employers Association of California - SEAC

2017-18 School Management Negotiators Certification Program

Northern California Program Schedule

Location: Capitol Advisors Group, LLC
925 L Street, Suite 1400, Sacramento, CA 95814

Thursdays 5-9 pm; Fridays 8:30 am - 3:00 pm—Dr. Louise Taylor, Program Coordinator/Facilitator

Session #1

Thursday, January 18, 2018 Program Overview & Aims; Context of Negotiations (5-5:45 pm)
Dr. Louise Taylor (SEAC)
Collective Bargaining: The History, The Law, The Politics (6-9 pm)
Dr. Ruben Ingram (SEAC)

Friday, January 19, 2018 Collective Bargaining: Connecting History to Now (8:30 - 10 am)
Dr. Ruben Ingram (SEAC)
The Legal Framework for Collective Bargaining: (10:15 am-3:00 pm)
Scope of Bargaining, Good Faith, Public Notice, Unfair Practices
Douglas Freifeld, Esq. (F3)

Session #2

Thursday, February 1, 2018 Gaining Board Direction & Authority for Collective Bargaining (5-6:30 pm)
Dr. Ruben Ingram (SEAC)
Communication: Board, District, & Community (6:45-9 pm)
Terilyn Finders & Kelli Moors, (Communications & Legislative Affairs, F3)

Friday, February 2, 2018 Proposals, Contract Language, Contract Administration (8:30-11:30 am)
Douglas Freifeld, Esq. (F3)
The Negotiations Process: Bargaining Strategies & Tactics (Noon-3 pm)
Roger Gallizzi (Supt. Palmdale USD, retired 2013)

Session #3

Thursday, March 1, 2018 Procedures Under the EERA- Impasse/Mediation/Factfinding and Strike Preparation (5-8 pm)
Roy A. Combs, Esq. (Fagen Friedman Fulfrost)
Preparation for Traditional Negotiations Simulation (8-9 pm)
Dr. Louise Taylor (SEAC)

Friday, March 2, 2018 Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)
Ruben Ingram, Louise Taylor Observers (SEAC)

Session #4

Thursday, March 22, 2018 Health Benefit Basics for Collective Bargaining (5-9 pm)
Mark Lowenthal (SEAC & LCA Health Care Advisors)

Friday, March 23, 2018 Use of Economic and Fiscal Data in Collective Bargaining (+LCAP) (8:30-3)
Brett McFadden (CBO, Campbell Union HSD) & Barrett Snider (Capitol Advisors)

Session #5

Thursday, April 19, 2018 Building and Preparing the Bargaining Team; Collaborative Leadership
Fundamentals & Practices (5-9 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired 2013) &
Dr. Louise Taylor (SEAC)

Friday, April 20, 2018 Interest-Based & Collaborative Bargaining Elements (8:30 am-3 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired 2013)

Session #6

Thursday, May 3, 2018 Collaborative Negotiations Simulation - Team Preparations & Negotiations
Louise Taylor; Ruben Ingram (SEAC)

Friday, May 4, 2018 Collaborative Negotiations Simulation - Negotiations, con'd
Louise Taylor; Ruben Ingram (SEAC)
Discussion: Traditional vs. Collaborative Negotiations; Program Debrief
SEAC: How we can help you! ~~~ Graduation

With Special thanks to **Capitol Advisors Group, LLC** for hosting the SEAC Northern California Certification Program at their Sacramento location.



School Management Negotiators Certification Program



Registration Information (Please submit separate forms for each registrant)

Mr. Ms. Mrs. Miss Dr.
(Circle One) Name _____

Title _____

District/COE _____

Address _____

City _____ State _____ Zip Code _____

Phone No _____ Fax _____

You will receive an email confirmation
prior to the first session

Email _____

So. California Session, AALRR, 12800 Center Court Drive, Suite 300, Cerritos, CA 90703

No. California Session, Capitol Advisors, 925 L. Street, Suite 1400, Sacramento, CA 95814

Registration Fee

Registration Includes all instruction, materials, refreshments and lunch. Lodging is not included.

School Employers Association of California Member District \$1,950/person

Non-School Employers Association of California Member \$3,900/person

Method of Payment Please submit payment with registration form

(Registration will not be processed without payment or purchase order)

Check Check No. _____

Purchase Order P.O. No. _____

Date _____

Please make checks payable to:

School Employers Association of California (SEAC)

Telephone: 949.387.1869

You can register, by mail at:

SEAC 18022 Cowan, Suite 250, Irvine, CA 92614, or by

Email at seac@seacal.org, or by

Fax at 949.387.2502.

*SEAC district team discount: the first two registrants pay \$1950 for registration; the third and additional registrants from the same SEAC District pay \$1550 each, for a \$400 discount per person.

Visit us at:
www.seacal.org

Cancellation Policy

Cancellation must be in writing (email, fax or mail to SEAC) and postmarked by October 1, 2017 (Southern California) or by January 2, 2018 (Northern California) to be eligible for refund. A cancellation fee of \$100 will be charged after this date.



18022 Cowan,
Suite 250
Irvine, CA 92614

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