



School Employers Association of California

presents

The 2016-2017 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 Santa Clara County Office of Education,
1290 Ridder Park Drive, San Jose, CA 95131**

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.

2016-17 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 20, 2016

Program Overview & Aims (5-6 pm)

Dr. Louise Taylor (SEAC)

Collective Bargaining: The History & The Law (EERA) (6-9 pm)

Dr. Ruben Ingram (SEAC)

Friday, October 21, 2016

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 17, 2016

Gaining Board Direction & Authority for Collective Bargaining (5-7 pm)

Dr. Joel Shawn (Supt, Arcadia USD, retired 2014)

Preparation for Bargaining: Team Preparation and Direction (7-9 pm)

Louise Taylor (SEAC)

Friday, November 18, 2016

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, January 19, 2017

Impasse Procedures Under the EERA- Impasse/Mediation/Factfinding (5-6:30 pm)

Bonnie Castrey, J.D. (Dispute Resolver)

Strike Preparation (7-9 pm)

Dr. Susan Belenardo (Supt, LaHabra CSD)

Friday, January 20, 2017

Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)

Ruben Ingram & Louise Taylor Observers (SEAC)

Session #4

Thursday, February 2, 2017

The context of bargaining: Problem Solving 101 (5-6 pm)

Dr. Louise Taylor (SEAC)

Communication - The Key to Collective Bargaining Success (+LCAP) (6:30-9 pm)

Terilyn Finders & Kelli Moors (Communications & Legislative Affairs, F3)

Friday, February 3, 2017

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, March 2, 2017

Collaborative Leadership Practices (5-6 pm)

Dr. Carol Hansen (Superintendent, Ocean View SD)

Health Benefit Basics for Collective Bargaining (6-9 pm)

Mark Lowenthal (President, LCA Health Care Advisors)

Friday, March 3, 2017

Interest-Based & Collaborative Bargaining Elements (8:30-3 pm)

Dr. Debby Collins (Supt, Monrovia USD, retired 2013)

Session #6

Thursday, March 23, 2017

Collaborative Negotiations Simulation - Team Preparations & Negotiations

Louise Taylor; Ruben Ingram (SEAC)

Friday, March 24, 2017

Collaborative Negotiations Simulation - Negotiations, con'd

Louise Taylor; Ruben Ingram (SEAC)

Discussion: Traditional vs. Collaborative Negotiations

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.

2016-17 School Management Negotiators Certification Program

Northern California Program Schedule

Location: Santa Clara County Office of Education

1290 Ridder Park Drive, San Jose, CA 95131

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

Session #1

Thursday, October 27, 2016 Program Overview & Aims (5-6 pm)
Dr. Louise Taylor (SEAC)
Collective Bargaining: The History, The Law (EERA), The Politics (6-9 pm)
Dr. Ruben Ingram (SEAC)

Friday, October 28, 2016 Collective Bargaining: Connecting History to Now (8:30 - 10 am)
Dr. Ruben Ingram (SEAC)
The Legal Framework for Collective Bargaining: (10 am-3:00 pm)
Scope of Bargaining, Good Faith, Public Notice, Unfair Practices
Douglas Freifeld, Esq. (F3)

Session #2

Thursday, December 8, 2016 Gaining Board Direction & Authority for Collective Bargaining (5-7 pm)
Elizabeth Lisa Mori, Esq. & Terilyn Finders (F3)
Preparation for Bargaining: Team Preparation and Direction (7-9 pm)
Dr. Louise Taylor (SEAC)

Friday, December 9, 2016 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, January 26, 2017 Procedures Under the EERA- Impasse/Mediation/Factfinding (5-7 pm)
Paul Roose (Arbitrator/Mediator, Golden Gate Dispute Resolution)
Strike Preparation (7-9 pm)
Roy A. Combs, Esq. (Fagen Friedman Fulfrost)

Friday, January 27, 2017 Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)
Ruben Ingram, Louise Taylor (SEAC)

Session #4

Thursday, February 23, 2017 The context of bargaining: Problem Solving 101 (5-6 pm)
Dr. Louise Taylor (SEAC)
Communication - The Key to Collective Bargaining Success (+LCAP) (6:30-9 pm)
Terilyn Finders & Kelli Moors (Communications & Legislative Affairs, F3)

Friday, February 24, 2017 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, March 16, 2017 Collaborative Leadership Practices (5-6 pm)
Dr. Louise Taylor (SEAC)
Health Benefit Basics for Collective Bargaining (6-9 pm)
Mark Lowenthal (President, LCA Health Care Advisors)

Friday, March 17, 2017 Interest-Based & Collaborative Bargaining Elements (8:30-3 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired 2013)

Session #6

Thursday, April 27, 2017 Collaborative Negotiations Simulation - Team Preparations & Negotiations
Louise Taylor; Ruben Ingram (SEAC)

Friday, April 28, 2017 Collaborative Negotiations Simulation - Negotiations, con'd
Louise Taylor; Ruben Ingram (SEAC)
Discussion: Traditional vs. Collaborative Negotiations
SEAC: How we can help you! ~~~ Graduation



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, SCCOE, 1290 Ridder Park Drive, San Jose, CA 95131

Registration Fee

Registration Includes all instruction, materials, refreshments ,Thursday dinner, and Friday breakfast and lunch. Lodging is not included.

- School Employers Association of California Member District \$1,900/person
- Non-School Employers Association of California Member \$3,800/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 2172 Dupont Drive, Suite 13, Irvine, CA 92612, or by
Email at seac@seacal.org, or by
Fax at 949.387.2502.

*SEAC district team discount: the first two registrants pay \$1900 for registration; the third and additional registrants from the same SEAC District pay \$1500 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, 2016 to be eligible for refund. A cancellation fee of \$100 will be charged after this date.



2172 Dupont Drive,
Suite 13
Irvine, CA 92612-1317

EXECUTIVE BOARD

Dr. Tom Johnstone (Chair)
Superintendent
Wiseburn USD

Mr. Michael Watkins
Treasurer
Superintendent
Santa Cruz COE

Dr. Baljinder Dhillon
Superintendent
Cascade Union ESD

Mr. Jose Gonzalez
Superintendent
Planada SD

Mr. Jon Gundry
Superintendent
Santa Clara COE

Dr. Carol Hansen
Superintendent
Ocean View SD

Mr. Richard Martinez
Superintendent
Pomona USD

Mr. Matthew Navo
Superintendent
Sanger USD

Dr. Devin Vodicka
Superintendent
Vista USD

STAFF

Dr. Ruben L. Ingram
Executive Director

Dr. Louise K. Taylor
Assistant Executive Director

Mr. Mike Crass
Assistant Executive Director

Ms. Olivia Mata
Executive Assistant

Phone: 949-387-1869
Fax: 949-387-2502
email: seac@seacal.org
Website: www.seacal.org