



School Employers Association of California

presents

The 2019-2020 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 specific skills and competencies needed to represent their district, school board and superintendent effectively in collective bargaining, negotiations, and day-to-day labor-employer-employee relations. This program is excellent for individual registrants, and can also offer an exceptional team development opportunity for the entire management negotiating teams (team discount available). Participants receive sixty hours of instruction over five or six evening/full day sessions.

Three 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 Fagen Friedman & Fulfroost, 520 Capitol Mall,
Sacramento, CA 95814**

**Central Valley hosted by Kings County Office of Education, 1144 W. Lacey
Blvd., Hanford, CA 93230**

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.

School Employers Association of California - SEAC

2019-20 School Management Negotiators Certification Program **Central Valley Program Schedule**

Location: Kings County Office of Education, 1144 W. Lacey Blvd., Hanford, CA 93230
Mondays 8:30 am - 3 pm; Tuesdays 8:30 am - 3 pm ~ Dr. Louise Taylor, Program Coordinator/Facilitator

Session #1

- Monday, January 27, 2020 Program Overview & Aims; Introductions
The Law (EERA) - The Legal Framework for Collective Bargaining:
Scope, Public Notice, Good Faith, Unfair Practice .
- Tuesday, January 28, 2020 Bargaining Builders: Problem Solving Essentials
Gaining Board Direction & Authority for Collective Bargaining
Communication: Board, District, & Community

Session #2

- Monday, February 24, 2020 Proposals, Contract Language, Contract Administration
Collective Bargaining: Connecting History to Now;
The Politics of Collective Bargaining
- Tuesday, February 25, 2020 The Negotiations Process: Bargaining Strategies & Tactics
Procedures Under the EERA- Impasse/Mediation/Factfinding and
Strike Preparation

Session #3

- Monday, March 23, 2020 Use of Economic and Fiscal Data in Collective Bargaining (+LCAP)
- Tuesday, March 24, 2020 Traditional Negotiations Simulation: Team, Proposals, Negotiations

Session #4

- Monday, April 27, 2020 Health Benefit Basics for Collective Bargaining
The Context of Collective Bargaining
Collaborative Leadership Practices
- Tuesday, April 28, 2020 Interest-Based & Collaborative Bargaining Elements

Session #5

- Monday, June 1, 2020 Building and Preparing the Bargaining Team
Personal Communication Fundamentals & Practices
Collaborative Negotiations Simulation - Team Prep & Negotiations
- Tuesday, June 2, 2020 Collaborative Negotiations Simulation - Negotiations, con'd
Discussion: Traditional vs. Collaborative Negotiations; Program Debrief
SEAC: How we can help you! ~~~ Graduation

With Special thanks to **Kings County Office of Education** for hosting the SEAC Central Valley Certification Program at their 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, FFF, 520 Capitol Mall, Sacramento, CA 95814
- Central Valley, Kings COE, 1144 W. Lacey Blvd., Hanford, CA 93230

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. _____

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

*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, 2019, to be eligible for refund. A cancellation fee of \$100 will be charged after this date. Cancellation deadline for Central Valley is January 8, 2020.