



School Employers Association of California

presents

The 2018-2019 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 Fagen Friedman & Fulfroost, 520 Capitol Mall,
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.

School Employers Association of California - SEAC

2018-19 School Management Negotiators Certification Program

Northern California Program Schedule

Location: **Fagen Friedman & Fulfroast, LLC, Sacramento Office**

520 Capitol Mall, Basement Conference Room, Sacramento, CA 95814

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

Session #1

- Thursday, October 18, 2018 Program Overview & Aims (5-5:30 pm)
Dr. Louise Taylor (SEAC)
Collective Bargaining: Connecting History to Now; The Politics (5:30-9 pm)
Dr. Ruben Ingram (SEAC)
- Friday, October 19, 2018 Bargaining Builders; Problem Solving Essentials (8:30-10 am)
Dr. Louise Taylor (SEAC)
The Law (EERA) - The Legal Framework for Collective Bargaining: Scope, Public Notice, Good Faith, Unfair Practice (10 am-3:00 pm)
Douglas Freifeld, Esq. (F3)

Session #2

- Thursday, November 15, 2018 Gaining Board Direction & Authority for Collective Bargaining (5-6:30 pm)
David Reilly (Assoc. Supt., Elk Grove USD)
Communication: Board, District, & Community (6:45-9 pm)
Terilyn Finders & Kelli Moors (Communications & Legislative Affairs, F3)
- Friday, November 16, 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; SEAC)

Session #3

- Thursday, December 6, 2018 Procedures Under the EERA- Impasse/Mediation/Factfinding and Strike Preparation (5-8 pm)
Roy A. Combs, Esq. (Fagen Friedman Fulfroast)
Preparation for Traditional Negotiations Simulation (8-9 pm)
Dr. Louise Taylor (SEAC)
- Friday, December 7, 2018 Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)
Ruben Ingram, Louise Taylor (SEAC)

Session #4

- Thursday, January 31, 2019 Health Benefit Basics for Collective Bargaining (5-9 pm)
Mark Lowenthal (SEAC & LCA Health Care Advisors)
- Friday, February 1, 2019 Use of Economic and Fiscal Data in Collective Bargaining (+LCAP) (8:30-3)
Brett McFadden (Supt. Nevada JUHSD), Barrett Snider & Derick Lennox (Capitol Advisors)

Session #5

- Thursday, March 14, 2019 Building and Preparing the Bargaining Team and Collaborative Leadership
Dr. Debby Collins (Supt, Monrovia USD, retired) & Fundamentals & Practices
(5-9 pm) Dr. Louise Taylor (SEAC)
- Friday, March 15, 2019 Interest-Based & Collaborative Bargaining Elements (8:30 am-3 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired)

Session #6

- Thursday, March 21, 2019 Collaborative Negotiations Simulation - Team Preparations & Negotiations
Louise Taylor; Ruben Ingram (SEAC)
- Friday, March 22, 2019 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 **Fagen, Friedman & Fulfroast, LLC** for hosting the SEAC Northern California Certification Program at their Sacramento location.



2018-19 School Management Negotiators Certification Program

Northern California
Fagen, Friedman & Fulfroost LLC
520 Capitol Mall, Sacramento, CA 95814

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 _____

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, 2018, to be eligible for refund. A cancellation fee of \$100 will be charged after this date.