

# 2018-19 School Management Negotiators Certification Program

Preparing administrators for effective collective bargaining and positive employer-employee relations.

SEAC, serving school districts in employer-employee relations since 1975, offers the only **comprehensive negotiations training** for school administrative leaders in California. CTA and CSEA offer extensive training for their negotiators; SEAC believes school administrators deserve the same opportunity.

The program is designed for new and experienced superintendents, human resources and labor relations leaders, chief business officers, members of management negotiation teams, and persons interested in gaining insight in employer-employee relations.

The program is presented in a series of **graduate-level seminars**. Participants acquire fundamental understanding of the EERA and the skills and competencies needed to represent school district interests effectively in collective bargaining and day-to-day employer-employee relations. In addition to covering legal requirements and practices, this program explores more collaborative approaches to negotiations and labor relations, focusing on strengthened communications, trust, transparency, and positive, productive problem resolution.

Participants receive **sixty hours of instruction from experienced labor relations experts** over six 1½ -day sessions, leading to Professional Certification as a Labor Relations Professional for meeting the SEAC Professional Standards for School Management Negotiators.



**Give your team the tools they need!**  
CTA & CSEA train their negotiators...shouldn't you?



**Learn from the best!**  
A faculty of notable attorneys, school leaders, labor relations professionals.

**Enroll now!**  
Southern CA:  
Oct 2018 - Mar 2019  
Northern CA:  
Oct 2018 - Mar 2019

**1**

**SELECT YOUR LOCATION**

SoCal: Cerritos  
NorCal: Sacramento

**2**

**MARK YOUR CALENDAR**

See program dates on reverse side

**3**

**REGISTER NOW!**

Registration packet:  
[www.seacal.org](http://www.seacal.org) or  
[ltaylor@seacal.org](mailto:ltaylor@seacal.org)

## Recent program graduates say ...

**“One of the most *valuable* training sessions I have had the pleasure of attending!”**

**“Great background and real-life practice and preparation for the future.”**

**“The entire program was very valuable. I would recommend it to anyone interested in developing negotiations skills.”**

**“This truly was a fabulous, well thought out program that has helped me tremendously! I will refer to my materials often and will highly recommend it to all of my colleagues!”**

**“What a great use of my time, resources, and energy. Highly beneficial.”**

**“My knowledge base & confidence have grown dramatically!”**



### SEAC Negotiators Certification Program Curriculum Outline - 2018-19

#### **Session #1**

Collective Bargaining: Connecting History to Now, Politics  
Collective Bargaining: The Legal framework for Collective Bargaining - Scope of Bargaining/Good Faith/Public Notice/Unfair Practices

#### **Session #2**

Gaining Board Direction & Authority for Collective Bargaining  
Communication: Board, District & Community  
Proposals, Contract Language, Contract Administration  
The Negotiations Process: Bargaining Strategies & Tactics

#### **Session #3**

Resolution Procedures - Impasse/Mediation/Factfinding  
Strike Preparation  
Traditional Negotiations Simulation

#### **Session #4**

Health Benefit Basics for Collective Bargaining  
Economic and Fiscal Data in Collective Bargaining

#### **Session #5**

Collaborative Leadership: Fundamentals & Practices  
Building and Preparing the Bargaining Team  
Interest-Based & Collaborative Bargaining Elements

#### **Session #6**

Collaborative Negotiations Simulation

## 2018-19 PROGRAM SCHEDULES:

### Southern California: Cerritos

Oct 11-12; Oct 25-26; Dec 13-14;  
Jan 17-18; Feb 14-15; Feb 28-Mar 1

### Northern California: Sacramento

Oct 18-19; Nov 15-16; Dec 6-7;  
Jan 31-Feb 1; Mar 14-15; Mar 21-22

THURSDAY EVENINGS 5-9 PM  
FRIDAYS 8:30 AM - 3 PM

