



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 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.

2019-20 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 17, 2019 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 18, 2019 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)
Dr. Maggie Chidester, Esq. (Chidester & Assoc.)

Session #2

- Thursday, November 14, 2019 Gaining Board Direction & Authority for Collective Bargaining (5-6:30 pm)
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 15, 2019 Proposals, Contract Language, Contract Administration (8:30-11:30 am)
William Diedrich, Esq. & Mellissa Gallegos, Esq. (Atkinson, Andelson, Loya, Ruud & Romo)
The Negotiations Process: Bargaining Strategies & Tactics (Noon-3 pm)
Roger Gallizzi (Supt. Palmdale USD, retired; SEAC)

Session #3

- Thursday, December 12, 2019 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 13, 2019 Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)
Ruben Ingram & Louise Taylor (SEAC)

Session #4

- Thursday, January 16, 2020 Collaborative Leadership Practices (5-6:30 pm)
Dr. Carol Hansen (Superintendent, Ocean View SD) & Association Representatives
The Bargaining Team and Collaborative Leadership Fundamentals (7-9 pm)
Dr. Louise Taylor (SEAC)
- Friday, January 17, 2020 Use of Economic and Fiscal Data in Collective Bargaining (+LCAP) (8:30 am-3 pm)
Brett McFadden (Supt. Nevada JUHSD), Barrett Snider & Derick Lennox (Capitol Advisors)

Session #5

- Thursday, February 27, 2020 Health Benefit Basics for Collective Bargaining (5-9 pm)
Mark Lowenthal (SEAC & LCA Health Care Advisors)
- Friday, February 28, 2020 Interest-Based & Collaborative Bargaining Elements (8:30-3 pm)
Dr. Debby Collins (Supt, Monrovia USD, retired)

Session #6

- Thursday, March 26, 2020 Collaborative Negotiations Simulation - Team Preparations & Negotiations
Louise Taylor; Ruben Ingram (SEAC)
- Friday, March 27, 2020 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 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

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, 2019, to be eligible for refund. A cancellation fee of \$100 will be charged after this date.