

2019-20 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 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 2019 - Mar 2020
Northern CA:
Oct 2019 - Mar 2020

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 or
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 - 2019-20

Session #1

Collective Bargaining: Connecting History to Now; The Politics; The Legal framework for Collective Bargaining (Scope of Bargaining/Good Faith/Public Notice/Unfair Practice; Problem Resolution

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
Graduation/Certification



2019-20 PROGRAM SCHEDULES:

Southern California: Cerritos

Oct 17-18; Nov 14-15; Dec 12-13;

Jan 16-17; Feb 27-28; Mar 26-27

Northern California: Sacramento

Oct 24-25; Nov 21-22; Dec 19-20;

Feb 6-7; Mar 5-6; Mar 19-20

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

