



# School Employers Association of California

*presents*

## The 2020-2021 SEAC School Management Negotiators Certification Program

This comprehensive training program is designed to foster a deep understanding of the impact of labor relations and collective bargaining on district progress and functionality for new, experienced, and aspiring school district leaders. Participants acquire fundamental and advanced knowledge of the specific skills and competencies needed to support district goals in collective bargaining and day-to-day employer-employee relations.

This program is excellent both for individual registrants and as a team development opportunity for entire management negotiating teams. Team discounts are available.

In light of the COVID-19 pandemic, SEAC is offering two programs in 2020-21 - one purely virtual and one seated in Los Angeles County (Cerritos), ready to adjust to either virtual or in-person sessions.

### **SEAC Virtual Negotiators Certification Program** **January 2021 through May 2021**

or

### **SEAC Southern California Negotiators Certification Program** **February 2021 through May 2021**

All sessions are Thursday evenings and daytime Fridays.

The program faculty offers expertise and extensive experience in labor relations, the complexities of collective bargaining, and the regulations of the California Educational Employment Relations Act (EERA) and the Public Employment Relations Board (PERB). State and nationally recognized presenters include superintendents, assistant superintendents, chief negotiations, management attorneys, and professional consultants.

The program leads to [Certification as a Labor Relations Professional](#) for meeting the SEAC Professional Standards for School Management Negotiators.

In recognition of the impact of the pandemic on school districts across California, SEAC is reducing fees this year, urging training support during these challenging times.

Please register early; program capacity is limited.

**School Employers Association of California - SEAC**  
**2020-21 School Management Negotiators Certification Program**  
**Virtual Certification Program Schedule**

Dr. Louise Taylor, Program Coordinator/Facilitator

General Timing of Sessions: Thursdays 5-9 pm; Fridays 8:30 am - 3:00 pm  
See specific times for each session/topic.

**Session #1 - Online**

- Thursday, January 14, 2021      Program Overview & Aims (5-5:45 pm)  
Dr. Louise Taylor (SEAC)  
Collective Bargaining: Connecting History to Now; The Politics (6-9 pm)  
Dr. Ruben Ingram (SEAC)
- Friday, January 15, 2021      Gaining Board Direction & Authority for Collective Bargaining (8:30-10:15 am)  
David Reilly (Assoc. Supt., Elk Grove USD)  
The Law (EERA) - The Legal Framework for Collective Bargaining: Scope,  
Public Notice, Good Faith, Unfair Practice (10:30 am-3:00 pm Lunch Break 12:30-1:15)  
Douglas Freifeld, Esq. (F3)

**Session #2 - Online**

- Thursday, February 11, 2021      Communication: Board, District, & Community (5-8 pm)  
Terilyn Finders & Kelli Moors (Communications & Legislative Affairs, F3)
- Friday, February 12, 2021      Proposals, Contract Language, Contract Administration (8:30-11:00 am)  
Douglas Freifeld, Esq. (F3)  
The Negotiations Process: Bargaining Strategies & Tactics (Noon-3 pm)  
Roger Gallizzi (Supt. Palmdale USD, retired; SEAC)

**Session #3 - Online**

- Thursday, March 4, 2021      Procedures Under the EERA- Impasse/Mediation/Factfinding and  
Strike Preparation (5-8 pm)  
Roy A. Combs, Esq. (Fagen Friedman Fulfrost)  
Preparation for Traditional Negotiations Simulation (8-9 pm)  
Dr. Louise Taylor (SEAC)
- Friday, March 5, 2021      Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)  
Dr. Louise Taylor, Dr. Clint Taylor (SEAC)

**Session #4 - Online**

- Thursday, March 18, 2021      Health Benefit Basics for Collective Bargaining (5-8 pm)  
Mark Lowenthal (SEAC & LCA Health Care Advisors)
- Friday, March 19, 2021      Use of Economic and Fiscal Data in Collective Bargaining (8:30 am-1 pm)  
Brett McFadden (Supt. Nevada JUHSD), Barrett Snider (Capitol Advisors)

**Session #5 - Online**

- Thursday, April 29, 2021      Collaborative Leadership Practices (5-6:45 pm)  
Dr. Mary Sieu (Supt. ABCUSD), Mr. Ray Gaer (Pres. ABCFT), and  
Ms. Rebecca Michel-Macias (Pres. CSEA)  
The Bargaining Team and Collaborative bargaining elements (7-9 pm)  
Dr. Louise Taylor (SEAC)
- Friday, April 30, 2021      Interest-Based & Collaborative Bargaining Elements (8:30 am-12:30 pm)  
Dr. Debby Collins (Supt, Monrovia USD, retired; SEAC)

**Session #6 - Online**

- Thursday, May 13, 2021      Collaborative Negotiations Simulation - Team Preparations & Negotiations (5-9 pm)  
Louise Taylor; Dr. John Roach (SEAC)
- Friday, May 14, 2021      Collaborative Negotiations Simulation - Negotiations, con'd  
Louise Taylor; Dr. John Roach (SEAC)  
Discussion: Traditional vs. Collaborative Negotiations; Program Debrief  
SEAC: How we can help you! ~~~ Graduation (8:30 am-12:30 pm)

**School Employers Association of California - SEAC**  
**2020-21 School Management Negotiators Certification Program**  
**Southern California Program Schedule**

Location: Atkinson, Andelson, Loya, Ruud & Romo (aa/lr) 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*  
***In-person sessions when possible; Zoom sessions on same dates as required by pandemic.***

**Session #1**

Thursday, February 4, 2021      Program Overview & Aims (5-5:45 pm)  
Dr. Louise Taylor (SEAC)  
Collective Bargaining: Connecting History to Now; The Politics (6-9 pm)  
Dr. Ruben Ingram (SEAC)

Friday, February 5, 2021      Bargaining Builders: Problem Solving Essentials (8:30-9:45 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, February 25, 2021      Gaining Board Direction & Authority for Collective Bargaining (5-6:30 pm)  
Dr. John Roach (SEAC Executive Director)  
Communication: Board, District, & Community (6:45-9 pm)  
Terilyn Finders & Kelli Moors (Communications & Legislative Affairs, F3)

Friday, February 26, 2021      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, March 11, 2021      Procedures Under EERA- Impasse/Mediation/Factfinding (5-6:30 pm)  
Don Raczka (Dispute Resolver; retired State Mediator)  
Strike Preparation (6:45-8:15 pm)  
Dr. Susan Belenardo (Supt, La Habra CSD, retired 2017)  
Preparation for Traditional Negotiations Simulation (8:15-9 pm)  
Dr. Louise Taylor (SEAC)

Friday, March 12, 2021      Traditional Negotiations Simulation: Team, Proposals, Negotiations (8:30-3)  
Dr. John Roach & Louise Taylor (SEAC)

**Session #4**

Thursday, March 25, 2021      Health Benefit Basics for Collective Bargaining (5-9 pm)  
Mark Lowenthal (SEAC & LCA Health Care Advisors)

Friday, March 26, 2021      Use of Economic and Fiscal Data in Collective Bargaining (+LCAP) (8:30 am-3 pm)  
Brett McFadden (Supt. Nevada JUHSD), Barrett Snider (Capitol Advisors)

**Session #5**

Thursday, April 22, 2021      Collaborative Leadership Practices (5-6:45 pm)  
Dr. Carol Hansen (Superintendent, Ocean View SD)  
The Bargaining Team and Collaborative Leadership Fundamentals (7-9 pm)  
Dr. Louise Taylor (SEAC)

Friday, April 23, 2021      Interest-Based & Collaborative Bargaining Elements (8:30-3 pm)  
Dr. Debby Collins (Supt, Monrovia USD, retired)

**Session #6**

Thursday, May 6, 2021      Collaborative Negotiations Simulation - Team Preparations & Negotiations  
Louise Taylor; John Roach (SEAC)

Friday, May 7, 2021      Collaborative Negotiations Simulation - Negotiations, con'd  
Louise Taylor; John Roach (SEAC)  
Discussion: Traditional vs. Collaborative Negotiations; Program Debrief  
SEAC: How we can help you! ~~~ Graduation



# 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 \_\_\_\_\_ Cell \_\_\_\_\_

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  
(In-person if permitted: virtual sessions as needed for safety reasons)
- Virtual Program, to be conducted live via Zoom for the 2021 entire program

### Registration Fee

- School Employers Association of California Member District \$1,550/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

Visit us at:  
[www.seacal.org](http://www.seacal.org)

### Cancellation Policy

\*SEAC district team discount: the first two registrants pay \$1550 per registration; the third and additional registrants from the same SEAC District Member pay \$1150 each, for a \$400 discount per person.  
Please submit a separate registration form for each participant.

Cancellation must be in writing (email, usps mail to SEAC) and postmarked by January 8, 2021, to be eligible for refund. A cancellation fee of \$100 will be charged after this date.