

2023-24

# SEAC School District 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. Many districts have benefited from **sending the entire management negotiating team**. SEAC encourages both individuals and full management negotiating teams to enroll. *(Discounts are provided for the fourth and additional registrants from the same SEAC district.)*

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.

Participants receive **over fifty hours of instruction from experienced labor relations experts, leading to Certification as a Labor Relations Professional**. SEAC offers two 2023-24 **Virtual Program** options, identical in content, with varying schedules and presenters, presented via Zoom. (Program B offers the option of two (20) in-person sessions [virtual option remains] at the Atkinson, Andelson, Loya, Ruud, Romo Law Office in Cerritos, CA.)



**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!**

**Program A:**  
Oct 2023 - April 2024

**Program B:**  
Oct 2023 - April 2024

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**SELECT YOUR PROGRAM**

- (1) Program A
- (2) Program B

2

**MARK YOUR CALENDAR**

See program dates on reverse side

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**REGISTER NOW!**

Registration packet:  
contact Louise Taylor  
[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!”**

**“The time invested is well worth the learning experience and outcomes for your teams.”**

**“Clear & concise education about all things negotiations with a focus on building relationships & trust first.”**

**“A great overview on how to organize and conduct negotiations in multiple ways.”**

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

**“The program is thorough and effective in building capacity in all areas of negotiations and bargaining.”**

**“Sign up and bring your team!”**



### SEAC Negotiators Certification Program Curriculum Outline - 2023-24

- Collective Bargaining: Connecting History & Politics
- The Legal framework for Collective Bargaining: Scope of Bargaining/Good Faith/Public Notice/Unfair Practice
- Gaining Board Direction & Authority for Negotiations
- Proposals, Contract Language, Contract Administration
- Negotiations: Bargaining Strategies & Tactics
- Resolution Procedures: Impasse/Mediation/Factfinding
- Strike Preparation
- Traditional Negotiations Simulation
- Building and Preparing the Bargaining Team
- Communication: Board, District & Community
- Economic and Fiscal Data in Collective Bargaining
- Health Benefit Basics for Collective Bargaining
- Problem Solving Essentials
- Collaborative Leadership: Fundamentals & Practices
- Interest-Based & Collaborative Bargaining Elements
- Collaborative Negotiations Simulation
- Graduation/Certification

## 2023-24 PROGRAM SCHEDULES:

### Program A (9 Fridays, 8:30 am - 3:30 pm)

**Oct 6; Oct 20; Nov 17; Dec 15; Feb 2; Feb 23; Mar 8; Mar 22; Apr 19**

### Program B

**(6 Sessions, each session Thurs. 5-8 pm & Fri. 8:30 am - 3 pm)**

**Oct 12-13; Oct 26-27; Dec 7-8; Feb 29-Mar 1; Mar 14-15; Apr 26**

