



Board of Directors Meeting

AGENDA

April 22, 2024
Board Meeting Dinner
Time: 6:30 PM

Location:
HYATT REGENCY SACRAMENTO
1209 L Street, Sacramento, CA 95814, USA
Tahoe Room

Join Zoom Meeting
<https://us02web.zoom.us/j/9124257384>

April 23, Legislative Action Day
Time: 8:30 AM

Location:
Capitol Advisors Group, LLC
925 L Street, Suite 1200, Sacramento, CA 95814

Call to Order
Roll Call

Approval of Agenda

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PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing or may direct the executive director to provide the board with additional information on a future agenda.

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The Executive Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Receive for information and comment.

2. Membership Report

The Executive Director provide a current Membership Report

Recommendation

Receive for information and comment.

3. Financial Reports

The Board is provided with the 2023 – 24 Financial Reports to date.

Recommendation

Receive for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development Report from Louise Taylor and SEAC Independent Contractors

Recommendation

Receive for information and comment.

5. Board Terms Expiring 2024

The Board will provide guidance to the Executive Director on filling terms on the Board of Directors.

Terms Expiring 2024

- 1. Melissa Moore

Both Melissa Moore and Julie Mitchell are retiring July 1, 2024. A decision needs to be made about filling those positions.

Recommendation

Receive for information and comment.

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6. Approval of Annual Audit

The By-laws and California law require an annual audit of the JPA’s finances.

Recommendation

Receive for information and comment.

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7. Approval of the Legislative Update and Agenda for Legislative Action Day

The Board will consider the recommendations for SEAC to take positions and discuss and approve the agenda for Tuesdays Leg. Action Day

Recommendation

Receive for information and comment.

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8. Consent Agenda and Routine Items of Business

All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

8A Minutes of December 3, 2024 Board Meeting

8B Next Board Meeting Date and Locations

June 21, 2024 8:30 Zoom
September 13, 2024 8:30 AM Zoom
December 6, 2024 3:30 PM CSBA Anaheim

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Recommendation

Receive for information and comment.

9. Adjournment

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School Employers Association of California

BR-1

To: Board of Directors
From: John Roach
Subject: Activity Reports
Date: April 22, 2024

Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. The report covers the period December 1, 2023 through April 22, 2024.

From the Executive Director

Since the Board meeting in December SEAC has remained busy.

I work remotely from home. I communicate by text and telephone with Arline Breslin who serves as Administrative Assistant. Arline handles the bookkeeping in QuickBooks. She supports Louise and the consultants as needed. Her work in QuickBooks tells me what bills to pay and when. I stop by the UPS store where our mailbox is located to pick up checks and correspondence. Most of our banking is done online, though when checks exceed the daily limit for online deposit, I visit the local Wells Fargo.

In January I worked with the Rowland Unified Board to assist them in determining how to select a new Superintendent. I attended the ACSA Superintendents Event in Indian Wells where I was able to engage with several SEAC member Supes. I also worked with several Superintendents regarding labor issues. I began thinking about a succession plan.

I am in my fifth year as Executive Director. I am 73 and in excellent health. Over the next couple of years I would like to plan with you how you would like to have SEAC led and managed when I or you decide it is time for a change.

In February I spent a good deal of time working with the Newark Superintendent regarding consultants we had working in her District. I responded to several reference calls regarding candidates for positions throughout the state. I began working with Roger and a consultant he found to update our logo. I spoke with Gabe about his work.

In March I withdrew two consultants from Newark Unified after the Superintendent went on leave. She has since resigned. I spoke with several advisors regarding Newark and SEAC and CallSTRS. I responded to several calls from members seeking advice. I narrowed the focus of the Logo revision. I spoke with Cindy Frazee about running a

monthly Zoom for HR administrators working from the HR calendar and inviting Louise and other consultants to be guests on that show.

In April I closed out the logo search and am presenting it to you tonight for comment.



On Monday, April 29, Sheri Loewenstein and I are presenting a Crucial Conversations Workshop to the Newport Mesa USD management team.

From the Assistant Executive Director

December

General Activity

- 2023-24 Negotiators Certification Program – Traditional Bargaining Simulation Preparations
- Coordination of SEAC presentations for the ACSA Negotiators Symposium
- Preparation for Apple Valley USD IBB training & facilitation
- Preparation for Ripon USD IBB Training
- Coordination of Winters JUSD facilitator request
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

December 3:	Submission of two workshop proposals for ACSA Negotiators Symposium
December 5-6:	Facilitation of Negotiations, Eastside Union School District (IBB)
December 8:	Negotiators Certification Program B Session 4 – Traditional Bargaining Simulation
December 11:	Zoom session with Apple Valley USD Negotiating Team leaders - IBB Training overview
December 15:	Negotiators Certification Program B Session 4 – Traditional Bargaining Simulation
December 12-13:	Facilitation of Negotiations, Eastside Union School District (IBB)
December 14:	Facilitation of Negotiations, Victor Elementary School District (IBB)

January

General Activity

- 2023-24 Negotiators Certification Program
- 2024-25 Negotiators Certification Program – schedule & presenter preparation
- Preparation for SEAC presentations for the ACSA Negotiators Symposium
- Preparation for Apple Valley USD IBB training & facilitation
- Preparation for Ripon USD IBB Workshop
- Coordinate request from Winters Joint Unified School District for an IBB Facilitator
- Coordinate request from Poway Unified School District for an IBB Facilitator
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

January 11:	Facilitation of Negotiations, Victor Elementary School District (IBB)
January 12:	Negotiators Certification Program – Session 5
January 17:	Facilitation of Negotiations, Fontana Unified School District (IBB)
January 17:	ACSA Negotiators Symposium SEAC presentation by Cindy Frazee
and	
	Sheri Loewenstein (Preparations for Negotiations)
January 19:	ACSA Negotiators Symposium SEAC presentation by Jenn Bryant
and	
	Louise Taylor (IBB overview)
January 23-24:	Facilitation of Negotiations, Eastside Union School District (IBB)
January 25:	Facilitation of Negotiations, Victor Elementary School District (IBB)
January 31:	Facilitation of Negotiations, Eastside Union School District (IBB)

February

General Activity

- 2023-24 Negotiators Certification Program – preparation for Collaborative Bargaining Simulation and Graduation
- 2024-25 Negotiators Certification Program – schedule & presenter preparation
- Final preparation for Apple Valley USD IBB Workshop
- Final Preparation for Ripon USD IBB Workshop
- Coordinate request for workshop & coaching for Team Building for Calbright College
- Response to Kings COE regarding IBB Training
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

February 1:	Facilitation of Negotiations, Fontana Unified School District (IBB)
February 1:	Kings COE Negotiations Team leaders Zoom Session – IBB Training Overview
February 2:	Negotiators Certification Program A – Session 5
February 6-7:	Apple Valley USD IBB Workshop, Days 1&2 (Linda Young & Louise Taylor)
February 8:	Facilitation of Negotiations, Victor Elementary School District (IBB)
February 9:	Negotiators Certification Program B – Session 6
February 21:	Facilitation of Negotiations, Fontana Unified School District (IBB)
February 22:	Facilitation of Negotiations, Victor Elementary School District (IBB)
February 23:	Negotiators Certification Program A – Session 6
February 26-27:	Ripon USD IBB Workshop

February 28: Apple Valley USD IBB Workshop, Day 3 (Linda Young & Louise Taylor)

March

General Activity

- 2023-24 Negotiators Certification Program – preparation for Collaborative Bargaining Simulation and Graduation
- 2024-25 Negotiators Certification Program – schedule & presenter preparation
- Coordinate request for workshop & coaching for Team Building for Calbright College
- Response to Del Norte JUSD for facilitator
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

March 1: Negotiators Certification Program B – Session 7

March 4-5: Facilitation of Negotiations, Eastside Union School District (IBB)

March 6: Zoom session with Del Norte JUSD re: SEAC facilitation services and

Best Practices Workshops

March 7: Facilitation of Negotiations, Fontana Unified School District (IBB)

March 8: Negotiators Certification Program A – Session 7

March 13: Facilitation of Negotiations, Eastside Union School District (IBB)

March 14: Facilitation of Negotiations, Victor Elementary School District (IBB)

March 15: Negotiators Certification Program B – Session 8

March 18: Telephone session with Del Norte JUSD re: SEAC facilitation services and

Best Practices Workshops

March 19: Telephone session with Calbright College re: coaching/facilitation

March 22: Negotiators Certification Program A – Session 8

March 27: Facilitation of Negotiations, Fontana Unified School District (IBB)

April

General Activity

- 2023-24 Negotiators Certification Program – preparation for Collaborative Bargaining Simulation and Graduation
- 2024-25 Negotiators Certification Program – schedule & presenter preparation
- Coordinate request for workshop & coaching for Team Building for Calbright College
- Response to Del Norte JUSD for facilitator & training
- Response to Poway USD for facilitator
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

April 9: Zoom preparation session with Negotiators Certification Program Collaborative Simulation Coaches and Leads

April 10: Facilitation of Negotiations, Fontana Unified School District (IBB)

April 11: Facilitation of Negotiations, Victor Elementary School District (IBB)

April 19: Negotiators Certification Program A – Session 9 - Graduation

April 22-23: SEAC Board Meeting/Lobby Day

April 26: Negotiators Certification Program B – Session 9 - Graduation

Recommendation

Receive for information and comment.

School Employers Association of California

BR-2

To: Board of Directors
From: John Roach
Subject: 2022-2023 Membership Report
Date: April 22, 2024

Background Information:

The Membership Report is updated as districts submit dues payments. This report was last updated on April 14, 2024.

There are currently 136 member districts who are fully paid for 2023-24. We are awaiting payment from approximately 16 other districts.

ABC Unified School District	Hawthorne School District	Pomona Unified School District
Acton-Agua Dulce Unified School District	Hilmar Unified School District	Red Bluff Union Elem School District
Alum Rock Union Elementary	Kernville Union School District	Redondo Beach City Unified School Dist.
Antelope Valley Union High School Distric	Kings County Office of Education	Richfield Elementary School District
Apple Valley Unified School District	Lake County Office of Education	Ripon Unified School District
Arcadia Unified School District	Lakeside Joint	Rosemead School District
Armona Union Elementary School District	Lawndale Elementary School District	Rowland Unified School District
Atwater Elementary School District	Le Grand Union High School District	Saddleback Valley Unified School District
Azusa Unified School District	Lennox School District	Salinas City School District
Baker Valley School District	Loma Prieta Joint Union	San Benito High School District
Baldwin Park Unified School District	Los Altos	San Bernardino Community College
Barstow Unified School District	Los Gatos Union	San Dieguito Union High Sch Dist
Bear Valley Unified School District	Los Gatos-Saratoga Union High	San Joaquin County Office of Education
Bellflower Unified School District	Lost Hills Union School District	San Jose Unified
Berryessa Union	Luther Burbank	San Lucas Union School District
Beverly Hills Unified School District	Luther Burbank School District	San Marcos Unified School District
Butte County Office of Education	Lynwood Unified School District	San Marino Unified School District
Calaveras Unified School District	Madera County Office of Education	Santa Ana Unified School District
Calbright College	Marysville Joint Unified School District	Santa Clara County Office of Education
Cambrian	Merced City School District	Santa Clara Unified
Campbell Union	Milpitas Unified	Santa Clarita Valley School Food Services
Campbell Union High.	Monterey County Office of Education	Santa Monica-Malibu Unified School Dist.
Castaic Union School District	Moreland	Saratoga Union
Centinela Valley Union High School Dist	Morgan Hill Unified	Saugus Union School District
Compton Unified School District	Mount Pleasant	Simi Valley Unified School District
Corona-Norco Unified School District	Mountain View Los Altos Union High	South Pasadena Unified School District
Culver City Unified School District	Mountain View School District - El Monte	Sulphur Springs School District
Cupertino Union	Mountain View-Whisman	Summerville Elementary School District
Del Norte County Schools	Mt. Diablo Unified School District	Sunnyvale.
Duarte Unified School District	National School District	Sweetwater Union High School District
East Side Union High School District	Natomas Unified School District	Temple City Unified School District
East Side Union High.	Nevada Joint Union High SD	Tustin Unified School District
El Monte City Elementary School District	Newark Unified School District	Ukiah Unified School District
Enterprise Elementary School District	Newhall School District	Union
Evergreen	Newport-Mesa Unified School District	Upland Unified School District
Fallbrook Union High School District	Norwalk-La Mirada Unified School District	Valle Lindo School District
Fillmore Unified School District	Oak Grove	Victor Elementary School District

Folsom Cordova Unified School District	Ocean View School District	Victor Valley Union High School District
Fontana Unified School District	Ojai Unified School District	Walnut Valley Unified School District
Franklin-McKinley	Orchard	West Contra Costa Unified School District
Fremont Union High	Pacific Grove Unified School District	West Covina Unified School District
Gilroy Unified	Pajaro Valley Unified School District	Westminster School District
Glendale Unified School District	Palo Alto Unified	William S. Hart Union High School Dist.
Glendora Unified School District	Paradise Unified School District	Wiseburn School District
Glenn County Office of Education	Paramount Unified School District	
Guadalupe Union School District	Planada School District	

Recommendation: Receive for information and comment.

School Employers Association of California

BR-3

To: Board of Directors
From: John Roach
Subject: 2022-2023 Financial Report
Date: April 22, 2024

Background Information

The Board is provided with periodic Financial Reports. This report represents this year from July 1, 2023, through April 22, 2024.

Because we are a Joint Powers Agency, we feel it prudent to have our Financials reviewed by a third party. Brett McFadden began reviewing our financial reports beginning with this fiscal year. The following is a summary of his reports.

Dear Arline and John -

Hello. I have reviewed the financial activity report and Well Fargo bank statement for SEAC for January, 2024. It appears that all expenses and revenues were appropriately accounted for pursuant to the JPA's mission statement and Board of Directors' directives.

*Thank you,
Brett McFadden
SEAC Treasurer*

Dear Arline and John -

I have reviewed the QB Reconciliation Report and SEACs Wells Fargo Bank statement for February 2024. Expenditures and revenues appear to be properly accounted for and are in alignment with SEAC's JPA bylaws and Board priorities for the association.

Thank you and take care,

*Brett W. McFadden
SEAC Treasurer*

School Employers Association of California (SEAC) Profit and Loss

July 1, 2023 - April 14, 2024

	Total
Income	
Conferences_Workshops	
SDNCP Workshop	86,500.00
Total Conferences_Workshops	\$ 86,500.00
Corporate Reimbursements	5,136.52
Direct Services	653,457.82
Interest	517.06
JPA Membership	215,074.00
Membership Revenue	
District Membership Dues	
2022-23 Dues	0.00
Total District Membership Dues	\$ 0.00
Total Membership Revenue	\$ 0.00
Miscellaneous Income	446.76
Services	67,682.51
Uncategorized Income	6,311.16
Total Income	\$ 1,035,125.83
Gross Profit	\$ 1,035,125.83
Expenses	
Advertising	1,539.00
Banking	15,000.00
Capital Expenditures	
Equipment	
Computers	270.61
Total Equipment	\$ 270.61
Total Capital Expenditures	\$ 270.61
Conference - Summits	479.00
Conferences/Workshops-Other	5,052.65
Board Meeting	4,316.41
Total Conferences/Workshops-Other	\$ 9,369.06
Contracted Services	
Audit	10,100.00
Governmental Relations	22,500.00
Independent Contractors	
Professional Fees	150.00
Total Independent Contractors	\$ 150.00
Total Contracted Services	\$ 32,750.00

Direct Services Exp		398,298.61
Consulting Svcs		47,000.00
Total Direct Services Exp	\$	445,298.61
Dues/Membership Expense		241.50
Insurance		1,144.50
Workers Comp		689.20
Total Insurance	\$	1,833.70
Marketing		4,750.00
Mileage		12,012.05
Miscellaneous Expense		
Licenses/Permits		837.42
Total Miscellaneous Expense	\$	837.42
Office Supplies		55.87
Payroll Expenses		
Taxes		11,994.26
Wages		152,395.50
Total Payroll Expenses	\$	164,389.76
Professional Services		
Accounting		3,059.00
Consultant		1,000.00
Total Professional Services	\$	4,059.00
SDNCP Expense		19,000.00
Staff Travel Expense		13,317.65
Staffing		
Expense Reimbursement		16,368.85
Total Staffing	\$	16,368.85
Telecommunications		3,807.58
Internet Services		175.00
Telephone Service		989.84
Web Site		1,446.34
Total Telecommunications	\$	6,418.76
Uncategorized Expense		2,510.00
Total Expenses	\$	750,500.84
Net Operating Income	\$	284,624.99
Net Income	\$	284,624.99

Sunday, Apr 14, 2024 08:06:45 PM GMT-7

School Employers Association of California

BR-4

To: Board of Directors
From: John Roach
Subject: Professional Development Report, Special Projects, Services Report
Date: April 22, 2024

Background Information:

The Assistant Executive Director provides a professional development report at each board meeting itemizing and summarizing major activities since the last report. This report covers the period: December 1, 2023 – April 22, 2024.

Louise Taylor

SEAC School Management Negotiators Certification Program

Negotiators Certification Program for 2023-24

- **Collaborative/IBB Bargaining Simulation**
 - Participants experienced the Traditional Bargaining Simulation in December. They will participate in the Collaborative/IBB Bargaining Simulation in our final April sessions. The Simulation is a full day: 8:30-3:00 pm.
 - Program A Collaborative Simulation:
 - April 19, 2024
 - To accommodate this large group, SEAC created three cohorts: A Blue Cohort; A Red Cohort; An Orange Cohort, each with 10 to 14 team members forming joint Management/Teacher teams.
 - The Cohorts each have a Lead, who acts as the IBB Facilitator, and a Coach for both the Management and Teacher teams.
 - Since this report is written prior to the session, I will provide participant feedback from the Simulation in an oral report to the Board on April 22nd.
 - Program B Collaborative Simulation:

- April 26, 2024
 - This smaller group has a joint team of 13: 6 on the Management Team and 7 on the Teacher Team
 - There is a Lead who acts as the IBB Facilitator and a coach for each Management and Teacher team.
- **Program Assessment Data**
 - Participants from each program will be asked to complete a feedback survey to assess the program. This is important feedback to help us refine the program to meet participant needs in future years. We are utilizing Polleverywhere for virtual input.
 - I will provide a report for Program A at the April 22nd Board Meeting.
 - The Program B feedback survey takes place after the Board Meeting date.
- **Graduation**
 - Graduation will take place for both Program A & Program B on the day of their Collaborative Bargaining Simulation:
 - Program A: April 19th
 - Program B: April 26th
 - There will be 33 graduates from Program A and 13 graduates from Program B.
 - Since the programs are virtual, we have created a graduation video for each group, with photos of each graduate with an individualized congratulation message and celebratory background music. The dream: a 5-minute, yet personalized, graduation ceremony!
 - After graduation, SEAC sends an official Certification document in a folder to each graduate, as well as SEAC letters of commendation to their designated superiors. (Special thanks to Arline Breslin for preparing all these documents!)

SEAC Negotiators Certification Program

Negotiators Certification Program for 2024-25

Planning for next year's Negotiators Certification Program is underway. We will maintain an online format, and offer, as this year, a Program A and a Program B with different dates. We will maintain the format of 9 Friday sessions from fall to spring, for over 55 hours of training.

We are currently confirming presenters for the schedules.

When the presenters are confirmed, we will be widely advertising for registration. We already have a handful of requests.

We are maintaining the fee structure equal to this year's.

IBB Training

We anticipated that districts might be ready to request IBB Training this second year out of the pandemic – and this proved to be the case. SEAC has provided IBB training workshops for:

- **Apple Valley Unified School District.** SEAC Consultant Linda Young and I presented the workshop in February 2024.
 - At the conclusion of training. Apple Valley USD requested IBB Facilitation to support their commitment to IBB – Linda Young will now provide that service.
 - Workshop feedback: a summary of the workshop feedback is at the end of this report.
- **Ripon Unified School District.** SEAC has provided IBB workshops for Ripon USD in the past. Because of the number of new CSEA team members, they requested a full workshop for that team – this took place on February 26-27, 2024. I presented.
- **Kings County Office of Education.** SEAC provided an introductory overview of IBB and workshop opportunities in February. The certificated team is still contemplating whether they wish to take the training.

Best Practices in Bargaining Workshops

Del Norte Unified School District. SEAC received a request from Del Norte USD to provide a “Best Practices in Bargaining” workshop and facilitation of traditional bargaining for their certificated and classified teams.

- After several Zoom meetings and phone conversations, Del Norte has not concluded their requested next steps.
- They face challenges due to changes in the Board, negotiation team, and management levels.

Specialized Training/Coaching

Calbright College is California's online Community College. They have previously requested coaching for individual management leaders, now provided by SEAC consultants Dr. Marc Winger and Roger Gallizzi.

Recently, they requested a special training/coaching program for an entire department. SEAC created a new "package" contract for services, which will provide a combination of group team training and individual coaching for members of the team. The SEAC team is excited about this new package, believing it could offer support for additional Calbright College departments, as well as potential services for K-12 district management teams.

The training/coaching contracts are in process with Calbright and with SEAC Consultant Dr. Jennifer Bryant who will develop the program for the Calbright management department entitled the Student Success Team.

SEAC Presentations

SEAC provided two workshop presentations for the ACSA Negotiators Symposium in January 2024. Special thanks go to **Cindy Frazee** and **Sheri Loewenstein** who presented on "Preparing for Negotiations" and **Dr. Jenn Bryant** who joined with me in presenting on "An Overview of IBB."

Negotiation Facilitation

SEAC Facilitators for IBB Bargaining tables for 2023-24 include:

- **Apple Valley Unified School District - Certificated:** Linda Young
- **Victor Elementary School District - CSEA:** Dr. Jenn Bryant
- **Victor Mt. View Montessori Charter School - Teachers & Classified:** Linda Young
- **Saddleback Unified School District - CSEA:** Dr. Debby Collins (concluded already for this year)
- **Saddleback Unified School District - Pupil Services:** Dr. Debby Collins (this group will now join with the teacher's unit, which is not IBB, so these facilitation sessions will conclude)
- **San Dieguito Union High School District - Certificated:** Dr. Jenn Bryant
- **Victor Elementary School District - Certificated:** Dr. Louise Taylor
- **Fontana Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - CSEA:** Dr. Louise Taylor
- **Eastside Unified School District - Certificated:** Dr. Louise Taylor

- **Winters Union School District** – Certificated: Walt Schwartz
- **Winters Union School District** – Pupil Services: Walt Schwartz

Potential new Facilitation services:

- **Poway Unified School District** – Poway is in the process of considering contracting with SEAC to provide facilitation for their certificated and classified IBB negotiating teams. Dr. Jenn Bryant is currently working with them and would provide facilitation for one or both teams.

Facilitators: SEAC continues to build our consultant base for supporting SEAC districts. We have several HR and Superintendent retirees interested in joining with SEAC in this arena. We offer them the chance to audit the Certification Program, invite them to join an IBB training workshops, and involve them in other appropriate activities so we can build their facilitating skills and experience.

Professional Support and Advice

It is important to recognize that SEAC provides ongoing support and guidance to school district administrators on a regular basis.

We regularly receive inquiries from various districts regarding labor relations, bargaining requirements, human resources challenges, and other issues. SEAC provides this service to administrators via email, Zoom, or phone at no extra cost to SEAC member districts.

SEAC offers coaching service for district administrators, on a fee basis. This service is provided especially by SEAC Consultants Sheri Loewenstein, Marc Winger, and Roger Gallizzi, but by other SEAC consultants as well.

Appendix: Feedback from the Apple Valley USD IBB Workshop:



School Employers Association of California IBB Workshop Feedback SUMMARY Apple Valley Unified School District

Topic: Interest-Based Bargaining (IBB), February 6, 7, 28, 2024

Presenters: Linda Young, Louise Taylor

Ratings from 5 (strongly agree) to 1 (strongly disagree)

- | | |
|--|----------------------------|
| 1. The content presented was relevant, clear, and on-topic. | Average Rating: 5 |
| 2. This workshop was effectively, engagingly presented. | Average Rating: 4.9 |
| 3. This workshop helped strengthen my understanding of IBB. | Average Rating: 5 |

4. Please share at least 4 concepts that you found most important.

The components of the process

- Interests vs. Options - Identifying Interests - Interests posted
- It's about interests, not positions - Being interest-based
- Telling the story - the "why"****
- Safe brainstorm/open, candid discussions - Brainstorming options
- Ideas, not positions
- Win, win
- Coming to consensus
- Asking the why in what we do makes it more relevant & meaningful
- Collaboration, win-win***
- Everything is on the table
- Everyone has a voice - Equal participation, decision making
- Problem-solving focus
- Thumbs down really means "not yet"
- Structure! - Intentional Design
- Sticking to the process
- Built-in reminders/checks
- Find the elegant solution by exploring/brainstorming all ideas
- Allow others to have a different perspective
- "Humanizing" our counterparts

Perspectives in addressing problems:

- Focus on Issues NOT people
- Balcony Perspective - View from the balcony
- The 3rd Side - we are here for kids, but for PEOPLE in general! - Remember the 3rd side - Remember the 3rd side (party) not in the room - Balcony (third side) - Students!
- 18th camel/elegant out-of-box solutions

Communication

- Communication Roadblocks - Communication Bridges
- Clarifying
- Communication styles
- Communication and transparency are key

Teamwork - 1 team, not two -

- Not US vs THEM. It is "WE" now.
- Problem solving & collaboration are key!
- Win/win as a team
- Work as a team - Work together
- WE are the team
- Collaboration/working as a team
- One team***
- The process is side-by-side
- Both parties can win by working together

Other comments about IBB:

- Solutions that get more buy in
- No more paper passing!
- Talk of the Town
- Idea of having a Budget Review on a regular basis

- Trust

5. What might be useful as a follow up to this workshop?

- **Facilitation:** The benefits of having a facilitator to assist in sessions - Utilizing a facilitator - Having a back-up facilitator when tough issues come up! - A few facilitated negotiation sessions to iron out the issues - Modeled facilitation in real world
- **Training continuation:** Annual or semi-annual (every other year) refresh - A “ how’s it going” check in - To see how we are following the IBB process.

6. Commendations, comments, suggestions.

- Content was very accessible and easy to follow - Materials provided
- Thank you! :) - Thank for making it easy to jump into the game late - Thanks! - I really enjoyed the training. Thank you for everything!
- Great job! Made us think! — Great job! - Great job! I learned a lot! - You are both wonderful!
- I truly appreciate the preparation, professionalism and experience you brought to our team
- I appreciated how purposeful and interactive the training was. I learned about IBB, feel equipped to implement it, and am leaving feeling much more united as a team.

Sheri Loewenstein

In the 2023/24 school year, I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents who are new to their positions or new to the district.

I also continue to serve as a facilitator for monthly meetings with CSEA leadership and the district cabinet members, including the superintendent. The goal of the meetings is to continue positive, open communication and to jointly address issues and solve problems. We follow the Interest Based Problem Solving format.

On January 17, I presented with Cindy Frazee at the ACSA Negotiators Symposium. Our topic was *Preparing for Negotiations*.

On March 22, 2024, I presented a workshop on *Having Hard Conversations* for 50 Leadership team members, Certificated and Classified, in the Ocean View School District.

I continue to serve as a coach for the Negotiator Program for the Traditional and Interest Based Bargaining simulations and participate as part of a SEAC team developing workshops for Best Practices in Preparing for Negotiations.

Marc Winger

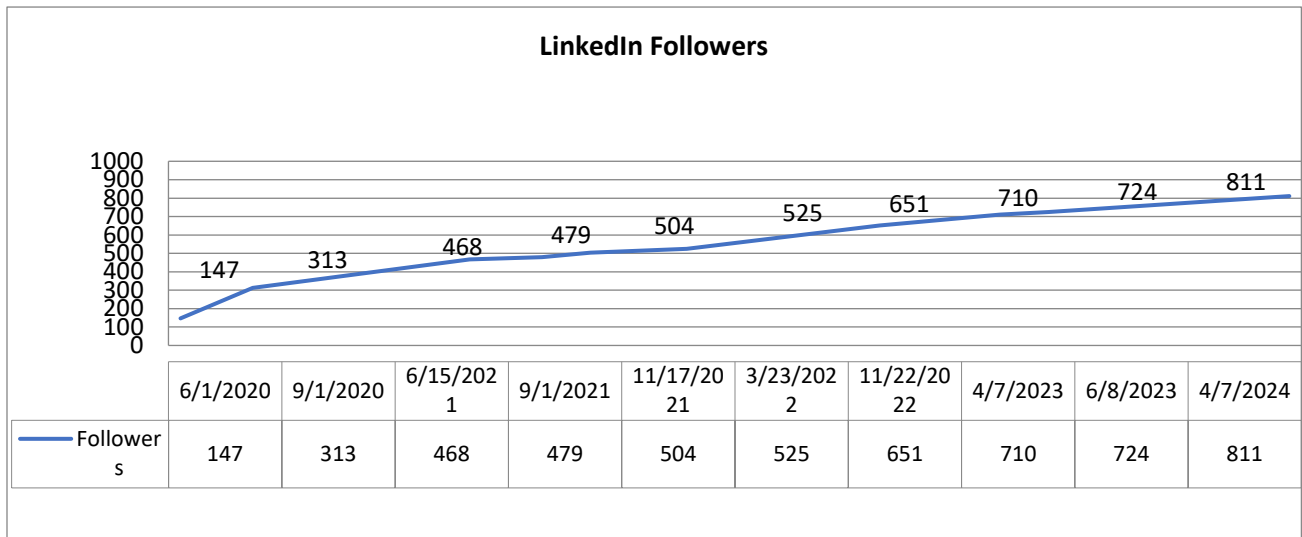
SOCIAL MEDIA UPDATE

SEAC has active LinkedIn and Facebook accounts. The use of social media is a marketing tactic designed to drive followers to the SEAC website. Our three main purposes for SEAC’s online

presence are: 1) Build our online identity; 2) Market SEAC services and studies; 3) Attract new members.

- We post at least 2 times a week. Most posts are articles of interest to superintendents, school boards, other upper managers, and site managers.
- Recent SEAC services posts included – Executive Coaching; Negotiators Certification Program; Join SEAC; Health Insurance Check Up; Classification Studies; Compensation Studies
- We rely on “organic” (non-sales) dissemination of our posts.

LinkedIn continues to be the focus of our social media efforts. The SEAC Today page was first posted on April 8, 2020. Four years ago, it had 147 followers. Currently it has 811 followers.



These are “organic” followers (LinkedIn connections invited by the page’s administrators, John and Marc) or those who happen upon a post and voluntarily opt to follow.

Current LinkedIn Follower Locations:

- Los Angeles Metropolitan Area 391 (48.2%)
- San Francisco Bay Area 126 (15.5%)
- San Diego Metropolitan Area 73 (9%)
- Greater Sacramento 55 (6.8%)
- Metropolitan Fresno 18 (2.2%)
- Modesto-Merced Area 11 (1.4%)
- Santa Barbara-Santa Maria Area 8 (< 1%)
- Greater Salinas Area 8 (< 1%)
- Greater San Luis Obispo Area 6 (< 1%)
- Greater Bakersfield Area 6 (< 1%)

Facebook content mirrors the LinkedIn account

- One hundred forty-three (143) people follow SEAC Today on Facebook, an increase of 10 since the last report.

CONSULTING ACTIVITIES

I participated as a coach for the Negotiator's Certification traditional bargaining simulation activity in December and will serve as coach again for the collaborative simulation April 19th. I have been coaching two principals, one elementary and one middle school. The middle school principal received her March 15th notice and coaching was discontinued for her. I recently started coaching a community college CBO. Much different than K-12, but also remarkably similar.

Recommendation

Receive for information and comment.

School Employers Association of California

BR-5

To: Board of Directors
From: John Roach
Subject: Board Terms Expiring 2024
Date: April 22, 2024

Background Information: One Board Member term expires this year. Another member is retiring. One Board Member has missed repeated meetings.

SEAC BOARD OF DIRECTORS TERMS

Terms Expiring 2024

Melissa Moore B

Terms Expiring 2025

Mary Ann Dewan C

Julie Mitchell A

Terms Expiring 2026

Roxanne Fuentes A

Gudiel Crosthwaithe A

Kenneth (Chris) Hurst A

Terms Expiring 2027

Paul Johnson C

Catherine Kawaguchi C

Rebeca Andrade A

- A Completing one full three-year term, may serve one more three-year term
- B Have not completed one full three-year term, may serve two more three-year terms
- C Completed two full three-year terms, may not serve again until one year lapse

Recommendation

Provide direction.

M

S

V

School Employers Association of California

BR-6

To: Board of Directors
From: John Roach
Subject: Annual Audit
Date: April 24, 2024

Background Information: The Board will receive, discuss, and approve the annual audit conducted by the Smith Marion Firm.

The Executive Director will outline the content of each of the enclosed Documents.

Note: One Incomplete Accounting Detail that was noted in our Audit was that we had not included a monthly summary of one of our accounts held at Wells Fargo. That statement is now included in our monthly reports.

Please see Handout 1 and 2 for documents prepared by Smith Marion and Co.

Recommendation

Receive for information and comment.

School Employers Association of California

BR-7

To: Board of Directors
From: John Roach
Subject: Legislative Update from Capitol Advisors
Date: April 22, 2024

Background Information:

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Please see Handout 3 for Capitol Advisors Handout.

Recommendation

Receive for information and comment.

School Employers Association of California

BR-8A

To: Board of Directors
From: John Roach
Subject: Minutes of the December 1, 2023 Meeting
Date: April 22, 2024

Background Information: All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.



Board of Directors Meeting

MINUTES

December 1, 2023
3:30 PM

Place: San Francisco Marriot Marquis
Room: Foothill A

Call to Order: Chair, Mary Ann Dewan at 3:34 PM

Roll Call: Board Members Mary Ann Dewan, Catherine Kawaguchi, Julie Mitchell, Roxane Fuentes, Melissa Moore, Paul Johnson, Gudiel R. Crosthwaite, and Rebecca Andrade were in attendance. John Roach and Louise Taylor from SEAC attended. Caitlin Jung and Barrett Snider from Capitol Advisors Group were present. Kenneth Hurst was unable to attend.

Approval of Agenda

M GC
S PJ
V Unanimous

PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing or may direct the executive director to provide the board with additional information on a future agenda

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

No reports were given.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The Executive Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Received for information and comment.

2. Membership Report

A current Membership Report was provided.

Recommendation

Received for information and comment.

3. Financial Report

The Board was provided Year-to-Date Financial Reports.

Recommendation

Received for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development, Special Projects, and Member Services from Louise Taylor and SEAC Independent Contractors.

Recommendation

Received for information and comment.

5. Legislative Update from Capitol Advisors

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Received for information and comment.

LEGISLATIVE SESSION: *For Action Items Requiring Board Action*

The Board of Directors is in legislative session to act on items that are on the agenda. No action may be taken on any other items at this meeting. The chair presides, and Robert's Rules of Order are in effect

6. 2023 Election

Fall Election results approved. Paul Johnson and Katherine Kawaguchi were elected to three year terms.

Recommendation

Accepted and approved.

M MM
S RF
V Unanimous

7. SEAC Officers for 2024

Officers Elected:
Catherine Kawaguchi – Chair
Gudiel Crosthwaite – Vice Chair

Officers Appointed:
Brett McFadden – Treasurer
John Roach – Secretary

Recommendation

M MD
S PJ
V Unanimous

8. Legislative Platform

Board reviewed and amended and tentatively adopted the current Legislative Platform with the understanding that editing will continue for the boards review and direction and will be sent to the Executive Director by email.

M JM
S CK
V Unanimous

9. Consent Agenda

9A Minutes of September 15, 2023 Board Meeting.

9B Meeting Dates and Locations

April 22 & 23, 2024 Meeting and Legislative Action Day Sacramento
June 21, 2024 8:30 Zoom
September 13, 2024 8:30 AM Zoom
December 6, 2024 3:30 PM CSBA Anaheim

Recommendation

Accepted and approved as presented

M RF
S PJ
V Unanimous

10. Adjournment

M	MM
S	RA
V	Unanimous

School Employers Association of California

BR-8B

To: Board of Directors
From: John Roach
Subject: Next Board Meeting
Date: April 22, 2024

Background Information: All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

8 B Next Board Meeting Date and Locations

Friday June 24, 2024 8:30 am on Zoom

M
S
V

Handout 1 and 2

Smith Marion & Co.

Auditors' Communication with Those Charged with Governance

Financial Statements and Independent Auditor's Report

Handout 3



CAPITOL ADVISORS
GROUP, LLC

Legislative Report

SEAC Board Meeting

Monday, April 22, 2024