



Brett
McFadden,
Associate
Super-
intendent



Dr. Ruben
Ingram,
Executive
Director
SEAC



Todd Geluba,
Partner,
AALRR

Five Full-Days

Friday, Sept. 22nd

Friday, Nov. 10th

Friday, Jan. 12th

Friday, Apr. 13th

Friday, June 15th

Negotiations Training

for Superintendents, Business Managers,
and Negotiating Teams

Have you ever wanted to be a better, more effective member of your negotiating team-to make a real difference in the lives of your employees and educators? The Small School Districts' Association is featuring a workshop series with **five full-day sessions** to share knowledge with key tips and techniques brought to us by influential and experienced industry professionals. Each day's program includes breakfast and lunch.

◇ Friday, Sept 22nd ◇ History & Preparing for Negotiating

Understanding the History of Collective Bargaining • Preparing Your Board for Negotiations: Committing to District Objectives, Preparing of the Initial Proposal, The Sunshining Process • The First Bargaining Session: Setting the Ground Rules, Getting to "Yes" on Simple Issues • Applying the Concepts: *Bargaining Family Feud (Interactive)* • *Nightmare at the Bargaining Table: Negotiating Ground Rules (Practice Exercise)*

◇ Friday, November 10th ◇ Show Me the Money!!!

Techniques in Positional Bargaining: The Cost of 1%, Negotiating Total Compensation Including Salary and Employee Benefits • Knowing and Recognizing Union High Pressure Tactics • Understanding Impasse/Mediation/Fact-finding and Beyond • Applying the Concepts: *Bargaining Family Feud (Interactive)* • *Nightmare at the Bargaining Table: Compensation (Practice Exercise)*

◇ Friday, January 12th ◇ Layoffs & Language

Close Up on Contract Language-Pitfalls, Issues, and New Ideas: Layoffs/Reemployment Rights, Association Rights, Evaluations, Hour of Work, Discipline • Achieving Language Changes through the LCAP by using: Supplemental and Concentration Dollars as Compensation to Achieve Increased or Improved Services to Students • *Nightmare at the Bargaining Table: Language Changes (Practice Exercise)*

◇ Friday, April 13th ◇ Getting the Word Out

External Communication during the Bargaining Process: District Budget, Educational Priorities, Public Updates of the Parties' Positions in Bargaining • *Developing Your District's Budget Communication (Interactive)* • Responding to Union Demands to Bargain "the Effects" of a Policy Change or an LCAP Spending Decision • *Nightmare at the Bargaining Table: "Effects" or "Impacts" Bargaining (Practical Exercise)*

◇ June 15th ◇ Looking Forward

Planning Ahead for Bargaining in the 2018-'19 School Year • Other Matters-TBA

The price for the five day, year-long series is \$1,200 per person or \$3,000 for 3 members from one district. Breakfast and lunch included. For hotel reservations at the Embassy Suites by Hilton Riverfront Promenade, call (916) 326-5000 and mention code "SSDA" for discounted room rates.

Attendees will need to bring copies of their Collective Bargaining Agreement, Budget, and LCAP to the Sessions



Small School Districts' Association

REGISTER ONLINE @ WWW.SSDA.ORG

(916) 622-7212, 925 L Street, Suite 1200, Sacramento, CA 95815