



Brett  
McFadden,  
Associate  
Super-  
intendent



Dr. Ruben  
Ingram,  
Executive  
Director  
SEAC



Todd Goluba,  
Partner,  
AALRR

**Five Full-Days**

**Friday, Sept. 22<sup>nd</sup>**

**Friday, Nov. 10<sup>th</sup>**

**Friday, Jan. 12<sup>th</sup>**

**Friday, Apr. 13<sup>th</sup>**

**Friday, June 15<sup>th</sup>**

# 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 22<sup>nd</sup>** ◇ **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)*

**For hotel reservations at the Embassy Suites by Hilton Riverfront Promenade, go to [sacramento.embassysuites.com](http://sacramento.embassysuites.com) and make a reservation using the group/convention code: SSD or call (916) 326-5000 and mention code "SSDA" for discounted room rates.**

**Room Reservation Deadline: September 7, 2017**

◇ **Friday, November 10<sup>th</sup>** ◇ **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 12<sup>th</sup>** ◇ **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 13<sup>th</sup>** ◇ **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 15<sup>th</sup>** ◇ **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.

**\*\*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](http://WWW.SSDA.ORG)**

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