



Advanced Collective Bargaining

About the Workshop

Collective bargaining in the post-recession, post-PEPRA¹, LCFF²/LCAP³, and post-Janus decision environment is, if not challenging, complex. In the best of times, there is no guarantee that settlements will come swiftly or that they are sure to align with the financial capability and program goals of the local educational agency (LEA). In difficult times, negotiations are often protracted and ripe with conflict. In the best and worst of times, management negotiators must be knowledgeable and skillful.

There are two levels of knowledge involved in the negotiations process. First, there are fundamental aspects of preparing for negotiations, the legal aspects of the process, and impasse procedures, etc., which are covered in our Fiscal Aspects of Negotiations workshop offered in person and online.

The second level involves practical applications, negotiating strategies, constructing and presenting proposals and counter proposals, and dealing with “real-life” problems for the current contract. This advanced workshop addresses those issues and many more.

Workshop Topics

We will address core issues surrounding the collective bargaining agreement as well as how to negotiate in a strategic fashion to better position your LEA as the economic and fiscal recovery slows down. Topics to be covered include:

- ◇ The current economic and political environment and its impact on labor relations and bargaining
- ◇ Development of bargaining metrics
- ◇ The components of an effective bargaining team
- ◇ The building blocks of strong labor relations
- ◇ Developing your agency’s bargaining strategy and approach
- ◇ Working with the Board to develop bargaining parameters and goals
- ◇ What to expect if you find yourself at an impasse
- ◇ Communicating with your stakeholders
- ◇ The use of social media and bargaining

This is intended as an interactive workshop and will provide attendees with the opportunity to ask questions, discuss local bargaining challenges, and review impasse case studies.

Who Should Attend?

This workshop is **for the management side of the table only**—if you are going to be involved in negotiations on the management side of the table this year, you need this workshop. This workshop is a “must attend” if you are responsible for the preparation of financial information, proposal development, or at the table for negotiations. We encourage you to bring your entire negotiations team.

¹ Public Employees’ Pension Reform Act

² Local Control Funding Formula

³ Local Control and Accountability Plan

Presented by

Danyl Conolley, Director, Management Consulting Services
John Gray, President
Suzanne Speck, Vice President

Dates, Locations, and Times

October 8, 2019

Yolo County Office of Education

October 9, 2019

Santa Clara County Office of Education

October 15, 2019

Tulare County Office of Education

Registration:

8:30 a.m.

Workshop Times:

9:00 a.m. to 12:00 p.m.

Client Workshop Fee:

\$250 per attendee

Nonclient Workshop Fee:

\$350 per attendee

Workshop Registration

Online through our website at
www.sscal.com/workshops.cfm

Email a completed registration form
(including purchase order or credit card) to
michelleb@sscal.com

Fax a completed registration form to
(916) 313-3298

Mail a completed registration form to
Michelle Berge, Event Coordinator
School Services of California, Inc.
1121 L Street, Suite 1060
Sacramento, CA 95814

To bring this workshop to your district or county office, please contact Sheila Vickers at (916) 446-7517 or sheilav@sscal.com.



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SCHEDULED LOCATIONS, DATES, AND TIMES:

October 8, 2019—Yolo County Office of Education ■ October 9, 2019—Santa Clara County Office of Education
October 15, 2019—Tulare County Office of Education

Registration: 8:30 a.m. ■ Program Begins: 9:00 a.m. ■ Adjourns: 12:00 p.m.

To confirm registration, please send an email to: michelleb@sscal.com

District/Organization:			Contact Person:		
Address:	City:	Zip:	Contact's Phone Number:		Extension:
Phone Number:	Fax Number:		Contact's Email Address:		

Attendee #1 Name (required):	Select Location			Attendee #3 Name (required):	Select Location		
	Yolo	Santa Clara	Tulare		Yolo	Santa Clara	Tulare
Attendee #1 Email Address (required):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Attendee #3 Email Address (required):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attendee #2 Name (required):	Select Location			Attendee #4 Name (required):	Select Location		
	Yolo	Santa Clara	Tulare		Yolo	Santa Clara	Tulare
Attendee #2 Email Address (required):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Attendee #4 Email Address (required):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REGISTRATION	CLIENT FEE	NONCLIENT FEE
<p>Online through our website at www.sscal.com/workshops.cfm</p> <p>Fax completed registration form (including P.O. or credit card number) to (916) 313-3298</p> <p>Email completed registration form to michelleb@sscal.com</p> <p>Mail completed registration form to Michelle Berge, Event Coordinator School Services of California, Inc., 1121 L Street, Suite 1060, Sacramento, CA 95814</p>	<p>_____ Attendee(s) @ \$250</p> <p>TOTAL: \$ _____</p>	<p>_____ Attendee(s) @ \$350</p> <p>TOTAL: \$ _____</p>

PAYMENT OPTIONS	CHECK PAYMENT	PURCHASE ORDER/CREDIT CARD PAYMENT
<p>(Note: Registration will not be accepted without a method of payment indicated.)</p> <p><input type="checkbox"/> Check enclosed. Make checks payable to School Services of California, Inc. Check # _____</p> <p><input type="checkbox"/> Credit card authorization—MasterCard® or Visa® only. Cardholder name: _____ Account #: _____ Exp. Date: _____</p> <p><input type="checkbox"/> Purchase order #: _____ (A fax copy of the purchase order is an acceptable form of payment.)</p>	<p>If you are prepaying by check, please mail with a copy of the registration form to:</p> <p>School Services of California, Inc. P.O. Box 516613 Los Angeles, CA 90051-0599</p> <p>Note: For faster processing, please also email or fax your registration form with a copy of the check.</p>	<p>If you are paying with a credit card or have a purchase order, please fax the registration form to (916) 313-3298 or email it to michelleb@sscal.com</p> <p>Or send by mail to:</p> <p>Michelle Berge, Event Coordinator School Services of California, Inc. 1121 L Street, Suite 1060 Sacramento, CA 95814</p>

Please Note: All cancellations received up to three weeks prior to your scheduled workshop will be charged a cancellation fee of \$105 per person (\$135 nonclients); however, if you are a client and order the materials for \$105 (\$135 nonclients), the fee will be waived. Cancellations received after 5:00 p.m. the Friday before the workshop will be charged the full workshop fee. If you have a cancellation, please email michelleb@sscal.com and you will be given a cancellation number. This number should be retained for your records. Please call Michelle Berge at (916) 446-7517 or send an email to michelleb@sscal.com if you have any questions.