



Collective Bargaining Summits

Negotiating during fiscal crisis:
Recommended Strategies for LEA management

2008 Schedule

Sacramento – September 29; Visalia – October 1; Ontario – October 7
Registration and pricing information available at www.seacal.org

8:00 – 9:00 a.m.

Registration

9:00 – 9:15 a.m.

Welcome and overview

9:15 – 10:30 a.m.

Outlook and predictions: Fiscal and policy issues impacting negotiations in 2008-09

The final 2008-09 state budget will have significant implications to LEA negotiations. LEA fiscal challenges will most likely be a multi-year problem. This session will highlight the fiscal and policy aspects likely to impact 2008-09 negotiations. The session will also cover recent policy, legal, and regulatory issues and decisions that will influence upcoming negotiations.

- *Brett McFadden, Mgt. Services Executive, ACSA*
- *Rick Pratt, Asst. Exec.. Director for Governmental Relations, CSBA*

10:30 a.m. – 12 p.m.

Negotiating contracts when you don't have money: Perspectives and strategies

The absence of money doesn't automatically equate to easier negotiating. In many cases, a lack of money creates a different set of challenges for management teams – especially if they are seeking changes to their contracts. At the same time, labor unions will likely seek contract language in lieu of salary enhancements. This presentation will provide perspectives and strategies on how to negotiate contract changes when you don't possess the ability to provide salary and benefit enhancements.

Sharon Dezutti, ACSA Professional Standards Advocate, former Asst. Supt. for HR, LACOE

12:00 – 1:00 p.m.

Lunch

1:00 p.m. – 2:15 p.m.

Health care: Outlooks, projections and policy recommendations

The cost and provision of adequate health care to LEA employees will continue to be one of the most challenging issues facing LEA management. This session will provide short and long term strategies LEAs should consider in 2008-09 and beyond. The presenters will provide updates and projections on current rates and trends in the health care arena. Finally, recommendations will be offered on the perspectives between changing your plan versus managing your plan.

- *Mike Crass, retired Superintendent and SEAC Regional Director*
- *Dr. Ruben Ingram, Exec. Director, SEAC*

2:15 p.m. – 3:15 p.m.

Strategies and recommendations for K-adult management in 2008-09

The final presentation will focus on what to prepare for in your upcoming negotiations. This will include developing board adopted principles, developing your data, laying out your game plan, communicating, and what to do when things go wrong. The presentation will focus on these matters within the context of 2008-09 and 2009-10.

- *Dr. Ruben Ingram, SEAC*
- *Brett McFadden, ACSA*

Sponsored by:

Association of California School Administrators (ACSA) /
School Employers Association of California (SEAC) /
California School Boards Association (CSBA)

And supported by:

California Association of School Business Officials (CASBO) / California County Superintendents Educational Services Association (CCSESA)