

SCHOOL EMPLOYERS ASSOCIATION OF CALIFORNIA

SEACAL



Volume 9, Number 5

April - May 2009



**Darren Kameya,
Lozano-Smith**
Presented:

Bargaining Tactics Contract Language



**Steve Andelson,
Gerald Conradi,
Atkinson, Andelson, et.al.**
Presented:

*Classified Layoffs In Both Non-Merit
and Merit Districts*



**Tom DeLapp,
Communications Resources**
Presented:

*Negotiating Over Less
in a High Tech Environment*



**Ruben Ingram,
SEAC**
Presented:

*Strategies and Tactics to deal with
Health Care Costs*

34th SEAC ANNUAL CONFERENCE

“Gather As Many Arrows for Your Quiver As You Can!”

The 34th Annual School Employers Association of California (SEAC) Conference was a critically acclaimed success.

The participants, while smaller in number because of the budget situation, expressed considerable appreciation for providing the conference under in such difficult times.

They also were especially grateful to the presenters who continue to provide needed and important collective bargaining information.



Executive Director Report

All of the SEAC Family and the entire education community were saddened by the passing of John Stoddard, Superintendent, Mountain View School District. In addition to John's enormous contributions to the students, parents, staff and community of the districts he served, John was a valued member of the SEAC Board of Directors, and at the time of his passing, our Treasurer. A contribution from SEAC was made to the Melanoma Foundation in memory of John.

The latest news from Sacramento on the budget is that there will be a budget for the rest of 08-09 through 09-10 by mid-summer (hopefully, July 1). That budget may reflect additional cuts to current year, and will have more cuts to 09-10. We have told legislators and the governor that we prefer to know the cuts ahead of time, and not be put in the position of thinking we will get one thing and then end up with mid-year cuts that are another. They seem to be getting the message.

SEAC Board of Directors and I met with staffs of the Senate President Pro Tem Darrell Steinberg, Speaker of the Assembly Karen Bass, and Governor Schwarzenegger to strongly recommend the following:

- Complete flexibility on K-3 Classize Reduction Program
- Complete flexibility on all Categorical Funds
- Study the Mercer Report (to the legislature) regarding the savings of having a statewide risk pool for all school employees.
- Eliminate Proposition 49
- Lower all reserve requirements except Reserve for Economic Uncertainties

In addition, the Governor's Office asked us to give them advice about how to reduce the school year. We did that. Please see the June 3, 2009 Superintendents' Talk as well as emails we sent for the details of that recommendation.

Finally, SEAC and ACSA along with TSS published a detailed advisory on using the August 15 provision for additional layoffs.



Ruben L. Ingram, Ed.D
Executive Director



APPRECIATION

Board Service to SEAC



SEAC Executive Director Ruben Ingram presented Board Service Award to Dorothy Fagan, who accepted the Award posthumously for John Stoddard, Superintendent, Mountain View SD.



SEAC Executive Director Ruben Ingram presented Board Service Award to Greg Bowman, retiring as Superintendent, Burbank USD.



SEAC Executive Director Ruben Ingram presented Board Service Award to Joe Condon, retiring as Superintendent, Lawndale SD.

Questions to SEAC



One of the most valuable services provided to SEAC members is the ability to call or email questions and issues that need research. By the way, there is no charge to SEAC members for time or materials. (This is really the heart of all of us working together and supporting one another.) Maybe you have been unsure about what to ask for. Here are just a few topics that we have researched for members in the last month or two:

- How to handle layoff complaints
- Clarification of classified bumping rights
- How to handle tentative agreements in negotiations
- Contracting out language
- Development of a health benefits spreadsheet for comparable districts
- Clarification of reclassification issues
- Layoff statutes
- Termination and substitute teaching

SEAC now has the ability to compile salary and benefit comparability reports.
Please call on us for service (949) 387-1869

California Supreme Court Hearing

School Employers Association of California (SEAC) is pleased to be part of the class action suit in the case of San Leandro Teachers Association v. Governing Board of the San Leandro Unified School District. Along with ACSA and CSBA we are defending the district's right to restrict the political use of school site mailboxes. CTA is charging they have the right to put CTA endorsed school board candidate information in teachers' mailboxes.

The Appellate Court ruled in favor of the school district, but CTA took the case to the California Supreme Court. It was heard in that court on Tuesday, May 5, 2009. We are anxiously awaiting the decision, but feel very confident it will be in our favor.

Presenting oral arguments on behalf of SEAC, ACSA, CSBA, was the Law Firm of Littler Mendelson et.al. However, SEAC and ACSA wrote the full explanation of how the mailboxes work and why they are a "communications system", not just wooden cases mounted on the wall.





2172 Dupont Drive,
Suite 13
Irvine, CA 92612

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STAFF

Dr. Ruben Ingram
Executive Director

Dr. Douglas Brown
Assistant Executive Director

Ms. Olivia Mata
Administrative Assistant

School Employers Association of California

2172 Dupont Drive, Suite 13
Irvine, California 92612-1317

Phone: 949.387.1869
Fax: 949.387.2502
Email: seac@seacal.org
Website: www.seacal.org