

## 32<sup>ND</sup> ANNUAL SPRING CONFERENCE

SEAC/PASSCo are presenting the 32<sup>nd</sup> Annual Spring Conference on collective bargaining and employee relations at a new location and a new date. The conference and pre-conference workshop will be held on Wednesday and Thursday, March 14-15, 2007 at the Irvine Marriott Hotel, 18000 Von Karman Avenue, Irvine, California.

The Pre-Conference Workshop will be held on Wednesday, March 14 from 9-4 and will feature SEAC's new *Best Practices Handbook; "Fourteen Critical Areas of Negotiating: Successful Strategies and Tactics"*. The workshop will be conducted by experienced district negotiator (Joe Woodford) and district superintendent (Jim Fleming).

The conference will be held on Thursday, March 15 from 9-3, and it is titled, *Bargaining High Expectations*. The Planning Committee chose this theme because this year and next could be very difficult in terms of unions expectations to make up for previous shortfalls in revenues.

We are very pleased to announce that the keynote luncheon address will be given by the **Mr. John Duncan, Chair, Public Employment Relations Board (PERB)**. Over the years, school district management has followed PERB decisions with high interest. It is only with recent PERB Board that they have begun outreach programs such as forming an Advisory Committee (of which SEAC Executive Director, Ruben Ingram is a member); holding PERB Training Conferences to help all the parties understand the process; and setting up a website to provide access to all PERB Decisions. We know you will profit from hearing from the PERB Chair directly, and we may be the first major conference to have Mr. Duncan on the agenda.

Another highlight will be the presenting the Annual SEAC Service to Education to **Senator Jack Scott** for his authoring and getting signed into law SB1655, the first statutory change in favor of management in a long time.

The Breakout Sessions will be outstanding; featuring such well known presenters at **Ron Bennett, School Services of California; Annie Song-Hill, State Mediator; Tom DeLapp, Communications Specialist**; and a variety of experts on compensation, healthcare, retirement issues, health benefits, legal changes, and negotiations techniques.

Don't miss this terrific opportunity to hear the latest in negotiations news, interact with experts and colleagues, and prepare yourself for the next round of negotiations in your districts.



**Ruben Ingram**  
Executive Director

A new calendar year always brings motivation to make resolutions. Even though we in public school administration are tied to the academic year for goal setting and evaluations, I would like to take this opportunity to look back (only briefly to set the scene for going forward), and share with you my vision for the future of School Employers Association of California.

Four and a half years ago, the SEAC Board of Directors took the bold step to leave the security and regional nature of the Los Angeles County Office of Education, and become a statewide independent professional association. I have been privileged to serve as your executive director since that time.

My own Plus/Delta analysis of these past nearly five years is positive. On the Plus Side, we have done well in expanding our membership to all parts of the state; have built strong alliances with the other professional management associations; represented our members and school management at the state level with the legislature, various agencies, and the governor's office; have provided high quality conferences, training programs, and special projects; and have been a leader in the joint management-labor efforts to solve the health care and benefits crisis. On the Delta Side, the things we could do better are increase the total number of member districts, develop more member services in various regions of the state, communicate more effectively with our members, and have an even greater impact on the bargaining process.

My vision for SEAC is that we are the premier "go to" voice of school management in collective bargaining, and that we assist school districts in achieving negotiated agreements that meet our four core values: 1) Support of student achievement and educational opportunities; 2) Maintain fiscal responsibility; 3) Retain and/or enhance management rights; and 4) To the extent possible, provide fair and equitable salaries and benefits to all employees.

We must continue to do those things that have moved us closer to achieving this vision, avoid doing things that would move us away from the vision, and find more effective ways of doing those things we have started, or intended to do, but not done so up until now. With this newsletter is an invitation for you to tell us those things. The Board, Staff, and I would appreciate your time and thought in responding to a survey that is included with this newsletter. Thanks for the time and thought to give us guidance for achieving our mission and vision.

#### **SEAC and PERB**

SEAC is an active member of the Public Employment Relations Board (PERB) Advisory Committee. SEAC Executive Director Ruben Ingram attends those meetings, and chairs a management steering committee composed of Rick Rogers, ACSA Representative; John Bukey, CSBA Representative; and Sandy Silberstein, CASBO Representative. The PERB Advisory Committee under the leadership of John Duncan, Chair, now provides an annual workshop to help constituents better understand the services of PERB. This first one was held in Sacramento last year, but plans are underway to hold the next one in Southern California in late September, 2007.

#### **SEAC and STRS**

SEAC is an active member of the STRS Task Force on Health Benefits. The Task Force meets monthly at the STRS Headquarters in Sacramento. SEAC Executive Director Ruben Ingram attends the meetings along with representatives from ACSA, CSBA, CASBO, SSDA, CCSESA, the school labor unions, officers and staff of STRS and CALPERS, and staff from the administration. The purpose of the Task Force is to explore ways to provide better health benefits for retirees. If you have suggestions for doing this, please send them to Ruben Ingram at [ringram@seacal.org](mailto:ringram@seacal.org).



We proudly announce the addition of new members to our SEAC/JPA

#### **Grant Union High School District**

- Dr. Larry M. Buchannan  
Superintendent
- Mr. Michael L. McCoy  
Assistant Supt. Employee Relations

## REGISTER FOR THE CONFERENCE AND PRECONFERENCE WORKSHOP ONLINE

Please go to [www.seacal.org](http://www.seacal.org) to register online for the preconference workshop on Wednesday, March 14, 2007 with Joe Woodford and Jim Fleming; and the conference on Thursday, March 15, 2007. Our new website provides you the opportunity to see the programs online, sign up for them, and receive an instant email confirmation.

### CCTC STAKEHOLDER SURVEY

If you would like to give input to the California Commission on Teacher Credentialing 5-Year Strategic Plan go to <http://www.ctc.ca.gov/> They need input by February 19, 2007.



SEAC Executive Director, Ruben Ingram, was interviewed by Sacramento ABC-TV, Channel 10, and the local PBS Radio Station the night of the Governor's State of the State Speech, and was asked about the Governor's proposal to provide health insurance to all children even those

from illegal immigrant families. Dr. Ingram stated that the public schools of California have a duty to educate all children in the state regardless of their immigration status, and that we can achieve better results if those children are healthy and cared for properly; therefore, we support that part of the governor's plan.

### CALIFORNIA TEACHERS ASSOCIATION ELECTS A NEW PRESIDENT

The 800-member State Council of Education of the CTA has elected a new president to succeed Barbara Kerr when her term expires in June. He is the CTA's current vice president. David A. Sanchez is an elementary school teacher in Santa Maria. Dean Vogel will move into the VP position from his current position as secretary-treasurer. He is an elementary school counselor in Vacaville.



## Bargaining High Expectations

32nd Annual Spring Conference Collective Bargaining and Employment Relations  
March 14-15, 2007 Irvine Marriott Hotel Irvine Marriott Hotel

**Mr. John Duncan, Chair**  
Public Employment Relations Board (PERB)

**Impasse Procedures**  
**Annie Song-Hill**  
State Mediator,  
California Mediation and  
Conciliation Service

SEAC Annual Service to  
Education Award Presented to:  
**Senator Jack Scott**  
Author SB 1655

**"Fourteen  
Critical  
Areas of  
Negotiating:  
Successful  
Strategies and  
Tactics"**

**Leveling the Playing Field:  
Communication Strategies for  
Difficult Situations**

**Tom DeLapp**  
President, Communications  
Resources for Schools

**Declining Enrollment, Charter  
Schools, and Effects on Revenues**

**Ron Bennett**  
President, School Services of California

**Register Online**  
**[www.seacal.org](http://www.seacal.org)**

**Plus Other Break-Out Sessions**



2172 Dupont Dr., Suite 13  
Irvine, CA 92612-1317

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### STAFF

Dr. Ruben Ingram  
Executive Director

Dr. James Fleming  
Regional Consultant

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](mailto:seac@seacal.org)  
Website: [www.seacal.org](http://www.seacal.org)