

33rd Annual Conference on Employer-Employee Relations

The 33rd Annual SEAC/PASSCo Conference on Employer-Employee Relations will be held at the Irvine Marriott Hotel on Wednesday, March 19 and Thursday, March 20 this year. With the specter of budget problems facing the state and ultimately our school districts, you need all the information available to be prepared for tough negotiations the rest of this year and into 2008-2009. SEAC has been providing this important conference for 33 years. In recent years, PASSCo has joined us in sponsorship. You can depend on this conference to focus entirely on the issues facing school districts in collective bargaining and employer-employee relations. This year is no exception.

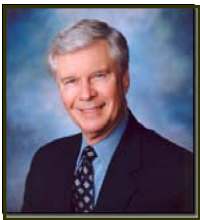


In the Pre-Conference Workshop on Wednesday, March 19, we have a full day of intensive trainings. Todd Goluba, well known attorney from Atkinson, Andelson, et. al. will present a morning session titled, ***NIGHTMARE AT THE BARGAINING TABLE*** or everything that could go wrong. In the afternoon, you will be treated to a panel of experts from the California Mediation Service, PERB, a Neutral, and a Management Representative to teach you about: ***MAKING THE IMPASSE PROCEDURES WORK FOR YOU.***



On Thursday, March 20 critical breakout sessions are presented including topics as:

Negotiating Health and Welfare Benefits; Negotiating with No Money; Recognizing Union Tactics; Surviving Declining Enrollment; Learning how to Talk to Your Employees During Negotiations; Saying Interest-Based Bargaining is Not a Dirty Word; and more.



The luncheon program will feature Dr. David Long, California Secretary of Education to discuss the reasons for the Governor's Budget Proposal and advice on how to survive the state's financial crisis.



SEAC/ACSA Bargaining Advisory: Implications of Governor's Proposed Budget to Negotiations

Ruben Ingram, SEAC Executive Director and Brett McFadden, ACSA Management Services Executive, issued this Bargaining Advisory on January 24, 2008 in order to give school district management information, options, and advise regarding the Governor's Proposed Budget for 2009-2009 as well as implied mid-year cuts. This advisory is the first in a monthly series intended to provide information, analysis, and recommendations to school management during this fiscal crisis.

It provides an overview of the issues with advice to view the current status as an opening gambit in the state political process. However, we also advised that districts do serious contingency planning just in case it comes true.

Additional information provided in the advisory includes: possible mid-year cuts; what to do about existing offers on the table; March 15 layoff notices; 2008-2009 budget planning; responses to unions asking for formulas in the out years; and trading language for money .

The full text of the advisory is available at www.seacal.org.



Ruben Ingram
Executive Director

The most obvious event occurring this month was the Governor's proposed budget.

That proposal which, if adopted, would be a disaster for our public schools, and is the opening political salvo in the annual Sacramento battle over how to distribute the state's revenues. We all know how the game is played, which always reminds me of a Shakespearean play. Just like in most of Shakespeare's plays, there is a "play within a play," especially when the Governor and the majority party in the Legislature comes from different political parties. The play always starts with a protagonist trying to work their will, and very quickly the antagonists respond with "no you're not." At the party level, the Republicans warn that the state's financial condition is desperate, and taxes must not be raised or business will suffer and make matters worse. The Democrats, on the other hand, minimize the risk to raising taxes, and promise that the doomsday proposal will not come to pass under their watch. We all know that the result will be a compromise somewhere in between the two positions.

What makes school governance, management leaders, and unions go crazy is that we have little or no idea what that outcome will be. In the meantime, we are faced with 07-08 bargaining proposals on the table in which some districts have made offers that now may not pass AB1200 tests at the county office. While pulling back offers made in good faith could cause unions to file unfair labor practices, calmer heads would advise both management and unions to "lay down their weapons," and wait until we have better information. Having said that the March 15 notice deadline is fast approaching, and districts cannot avoid taking needed actions to protect themselves from being backed into a "financial corner."

The Education Coalition is meeting to try to construct a unified approach to the problems and develop a strategic direction that should be taken. That direction should be based on agreements among all the management and union organizations to do the right thing for the students and their schools. We should be protecting our valued educational programs even if it means sacrificing our own goals and objectives until the economy or state revenues improve. If we can show the public that we put students first, I think they will respond with longer lasting support.

2008 Conference Presenters

Come and Learn from:

- Ron Bennett, President
School Services of California
- Namita Brown, Attorney
Lozano Smith Law Firm
- Tony Butka, Mediator
California State Mediation & Conciliation Services
- Bonnie Castrey, Neutral
- Margaret Chidester, Attorney
Law Offices of Margaret Chidester and Associates
- Eric Cu, Regional Attorney
Public Employment Relations Board
- Joe Dana, Principal
Orcutt Unified School District
- Tom Goluba, Attorney
Atkinson, Andelson, Loya, Ruud & Romo
- Laurie Juengert, Attorney
Fagen, Friedman & Fulfroost, LLP
- David Long, Secretary of Education
State of California
- Lou Lozano, Attorney
Lozano Smith Law Firm
- Brett McFadden, Management Services Executive
Association of California School Administrators
- Ned McNabb, Superintendent
Wilsona School District
- Jonathan Pearl, Attorney
Miller Brown & Dannis
- Valerie Racho, Attorney
Regional PERB Attorney
- Don Raczka, Mediator
California State Mediation & Conciliation Services
- Damon Smith, Chief Financial Officer
Imperial County Office of Education
- Wes Smith, Superintendent
Cascade Union Elementary School District
- Ann Weinman, Administrative Judge
Public Employment Relations Board
- Cindy Young, Senior Health Policy Advisor
California School Employees Association

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Navigating the Perfect Storm:

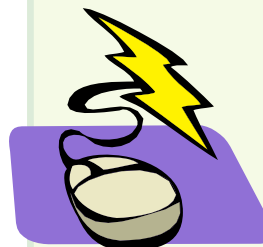
From Opportunities to Success"

March 19-20, 2008

Irvine Marriott Hotel

Register Online Today at

www.seacal.org





CONDUCTING INTERNAL INVESTIGATIONS

Place:
Sacramento Office
of Education

10474 Mather Boulevard
Sacramento, CA 95826

February 19, 2008

8:00 am - 12:00 pm

For Registration Information call us
at: 949.387.1869 fax: registration
at 949.387.1869 or visit us at
www.seacal.org

COST:
\$195

Materials included

Presented by:

Steven M. Crass
Former Deputy (vice assistant) District Attorney, Former Assistant U.S. Attorney, and Now
JAGC Officer
Lang, Richert & Patch Law Firm

This workshop will provide management employees with the necessary skills, knowledge, and analytical tools to successfully perform internal workplace investigations. Attention will be paid to ensure that attendees will learn to identify who is responsible for investigatory tasks and who bears ultimate responsibility. Representatives from the legal and law enforcement communities will share their expertise in investigative techniques and share strategies on how to avoid common mistakes and pitfalls.

- Balancing Privacy and discipline
- Avoiding liability and litigation
- Federal and State equal employment opportunity laws
- When and what to turn over to law enforcement



MEMBERSHIP REBATE PROGRAM

School Employers Association of California (SEAC) is pleased to announce a new Membership Rebate Program effective immediately. Any member district that signs up another district will receive a 25% rebate of the first year membership of the new district. In other words, if you are a satisfied SEAC member district (and we hope you are), and you tell a friend whose annual dues are \$1000; then your district will receive a \$250 rebate for the first year. Sign them up now and their membership is immediate and through 08-09 plus we will give them a 25% "early bird" (before June 1) discount on their first year. Two selling points: 1) With the impending financial crisis, districts need more cost effective resources, and none more important than in collective bargaining; 2) 75% of SEAC memberships are reimbursable under mandated costs.

Please go to our website at www.seacal.org for complete membership information including the Joint Powers Agreement, that when signed, makes a district a member of the JPA. Please call with questions at 949.387.1869.



FREE Training for Your Health Benefits Committee

Are your district's health care costs out of control? A coalition has been formed to help district health benefits/insurance committees assess and control **health care cost and quality**. The following organizations have banded together to form the California Education Coalition for Health Care Reform (CECHCR): ACSA, CASBO, CCSESA, CFT, CSBA, CSEA, CTA, CCLC and SEAC. Ruben Ingram, Executive Director of the School Employers Association of California, and Cindy Young, Senior Health Policy Advisor for the California School Employees Association are the CECHCR Co-Chairs.



Training Modules Offered

With grant funding, CECHCR is able to offer free training. There are three training modules to choose from.

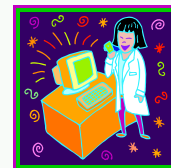
- **Module 1** covers the basics of working effectively as a committee and getting the highest quality of services from consultants and brokers, including essential elements of model contracts and RFPs.
- **Module 2** is a primer on the health benefits industry, and covers how to access a broad range of information including how to assess local provider quality, and how to choose a health plan.
- **Module 3** covers basic insurance models and offers important information on risk pools, health savings accounts, cash-in-lieu of benefits, putting negotiated benefit money on the salary schedule; and includes the latest GASB updates and opportunities under the Healthy Families program.

All trainings are half-day in length. The trainer team includes knowledgeable experts representing districts and unions.

How to Sign Up for HBC Training

Trainings are scheduled throughout California as needed. In order to reach as many districts as possible, districts are being grouped for training. Once your HBC has decided it wants training, and has selected the Module of training it prefers, contact the CECHCR office at 916-567-9911 to sign up for your training.

For more information, see www.CECHCR.org, or call the CECHCR office.





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Suite 13
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Magnolia School District (Chair)

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Superintendent
Imperial County Office of Education

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(Ex-Officio).



STAFF

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