

SEAC Board Elects New Officers



Dr. Joe Condon, Chair
Superintendent
Lawndale School District



Dr. Greg Bowman, Vice Chair
Superintendent
Burbank Unified School District



Mr. John Stoddard, Treasurer
Superintendent
Mt. View School District

At the first board meeting of the year, the SEAC Board of Directors elects new officers for the calendar year. For 2008, the Board has elected Dr. Joe Condon, Superintendent, Lawndale School District to serve as Chair. Dr. Greg Bowman, Superintendent, Burbank Unified School District was elected as Vice-Chair and Mr. John Stoddard, Superintendent, Mt. View School District elected as treasurer, Dr. Ruben Ingram, Executive Director, was reappointed by the board to serve as Secretary.

SEAC Advocacy Events

School Employers Association of California (SEAC) is pleased to announce that our Board of Directors and Staff will be holding a Legislative Action Day in Sacramento on May 8, 2008. With Mr. Barrett Snider, our Legislative Advocate from School Innovations & Advocacy (SI&A) organizing meetings with legislative and administration leaders at the Capitol, we will be addressing the issues of the budget, health care, and collective bargaining. This is our first Legislative Action Day and we hope to expand this effort to include more SEAC members and colleagues. Additionally in the area of advocacy on behalf of our membership, the SEAC Board of Directors formally adopted a position paper on Reforming Collective Bargaining in California. That paper is posted on our website at www.seacal.org and will be printed in the next SEAC Reporter.



Another important advocacy event will take place on May 6, 2008. The California Education Coalition for Health Care Reform (www.cechcr.org) of which ACSA, CSBA, CASBO, CCSESA, SEAC, CTA, CFT, CSEA are members, and SEAC Executive Director Ruben Ingram is the Management Co-Chair will present the First Annual Health Care Summit at the Sacramento Sheraton Hotel from 10 – 4. This is an “invitation-only” roundtable discussion of why health care benefits are a problem for school employers, and what solutions are available to assist us with providing high quality health care for our employees at the lowest possible cost. Senator Steinberg, Senate Chair Pro-Tem, Herb Schultz, Governor Schwarzenegger’s Chief Health Policy Advisor, Education Secretary David Long, numerous legislative staff members, academics, and health policy experts will participate. Dr. Ingram will be the moderator. There will be produced from the summit a “White Paper” capturing all the ideas, as well as a DVD with interviews from many of the participants. These resources will be available to SEAC Members when they are published.



**Ruben Ingram
Executive Director**



The 33rd Annual Conference on Employer-Employee Relations was a great success. The evaluations were outstanding for every session and every event. We thank School Innovations & Advocacy, and Atkinson, Andelson, Loya, Rudd & Romo for their sponsorships and support. The reputation and stature of SEAC is never better reflected than in the fact that the leaders in the state are always available to be on our program. Besides all the expert speakers in the sessions, we are especially indebted to Dr. David Long, California Secretary of Education, and Ms. Karen Neuwald, Chair, California Public Employment Relations Board (PERB) for their appearances and comments at the conference. We continue to work hard on behalf of our membership to build relationships with our state leaders in order to support our mission of providing high quality education to all the students of California's Public Schools. Finally, we thank Dr. John Keiter for his leadership in chairing the Conference Planning Committee, and Mr. John Stoddard for his participation in running the luncheon program.

**33rd Annual Conference on Employer-Employee Relations
Navigating the Perfect Storm: From Opportunities to Success**



Todd Goluba presented a very interactive and informative workshop on bargaining mistakes



Dr. David Long, Secretary of Education was the luncheon keynote speaker bringing budget information from the Governor



Dr. John Keiter, Chair of the Conference Committee, Dr. David Long, Secretary of Education and Dr. Ruben Ingram, Executive Director, SEAC



Dr. Ingram presented the SEAC Annual Service to Education Award to Janet Walden, CEO and President of the Center for Collaborative Solutions (CCS) for her work in helping fund the California Education Coalition for Health Care Reform, CECHCR Co-Chair Cindy Young of CSEA, joined in the presentation



Dr. David Long, Secretary of Education, Ms. Karen Neuwald, Chair of PERB and Dr. Ruben Ingram, SEAC Executive Director



Dr. Ruben Ingram gave a brief "State of the Association" Report



Conference participants engaging in discussions at the luncheon



SEAC Board Members Mrs. Dorothy Fagan and Mr. John Stoddard at the luncheon



Ron Bennett, SSC, Bonnie Castrey, Neutral, Eric Cue, PERB, Tony Butka, Mediator in a excellent panel discussion on factfinding



Brett McFadden, ACSA and Damon Smith, Imperial COE, presented "Negotiating with No Money"



We need Trainers

Would you like to help solve the health benefits crisis? Volunteer to be a trainer for the California Education Coalition for Health Care Reform. Go to www.CECHCR.org to learn more about the coalition which is a joint labor-management effort supported by SEAC, ACSA, CSBA, CASBO, CCSESA, CCLC, CTA, CFT, and CSEA. Trainers serve on a joint labor-management teams to assist District Health Benefits Committees learn how to manage the complex study of health benefits. You will attend a full day trainer of trainers with expenses reimbursed where you will receive training in all three modules. You will then be asked to volunteer to do at least 5 half day trainings in your region.

If you are interested and available, please send your name and contact information to Susan Osborn, Project Manager, CECHCR at sosborn@ccscenter.org.



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.



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

San Mateo-Foster City School District

- Ms. Pendery A. Clark
Superintendent
- Ms. Mary Willis
Assistant Superintendent Human Resources

Questions & Answers

Question: Can you take an offer off the table after the Governor's budget came out?



Answer: Yes, but the unions could file an Unfair Labor Practice Charge against you for regressive bargaining. However, PERB rules on such practices "in totality", in other words, are there other factors that make it unfair? Having said that, there have not been any rulings so far on this so we do not know how PERB will rule, probably on a case by case basis using the "totality" standard.

Question: What can we expect in the way of demands from the unions in the coming months?

Answer: The unions currently are focusing on the legislative process in hopes of influencing the final budget that will provide schools will more money than proposed in the Governor's Budget. The unions are well aware of the situation so we would expect them to make proposals pretty much in line with the final budget. That is not to say, however, that they will not ask for the pass through of any COLA, or no decrease in salaries and benefits even though the district will have less money. It seems currently, they are willing to not fight the layoffs in order to keep what they have.





2172 Dupont Drive,
Suite 13
Irvine, CA 92612

BOARD

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Laundale School District

Dr. Greg Bowman (Vice-Chair)
Superintendent
Burbank Unified School District

Mr. John Stoddard (Treasurer)
Superintendent
Mt. View School District

Mr. John Anderson
Superintendent
Imperial County Office of Education

Dr. Terry Bradley
Superintendent
Clovis Unified School District

Mr. Roger Gallizzi
Superintendent
Palmdale School District

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Superintendent
Thermalito Union School District

Mr. Paul Mercier
Superintendent
Magnolia School District

Mr. Bob Nuñez
Superintendent
East Side Union High School District

Mrs. Dorothy Fagan
Superintendent
East Whittier City School District.
(Ex-Officio).



STAFF

Dr. Ruben Ingram
Executive Director

Mr. Mike Crass
Regional Consultant

Mr. Ray Tolleson
Regional Consultant

Dr. Alan Rasmussen
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
Website: www.seacal.org