



SEAC Board of Directors Elects New Officers for 2007

Congratulations to Mr. Paul Mercier, Superintendent, Magnolia School District elected SEAC Chair and Dr. Maggie Mejia, Superintendent, Sacramento City Unified School District, elected Vice-Chair and Treasurer



SEAC PROFESSIONAL DEVELOPMENT PROGRAMS 2007-2008

The following programs are scheduled for the coming year. Details including dates are on Page 3, and for complete outlines and registration information, please go to the SEAC Website at www.seacal.org.

Certificate Program

A six weekend program totaling 54 hours of learning collective bargaining and negotiations through a combination of lectures, hands-on activities, and culminating in an all day negotiations simulation. A certificate verifying meeting SEAC Standards for School District Negotiators is awarded at the conclusion of the program. Offered in Sacramento and Fullerton.

Collective Bargaining Summits

Management Collective Bargaining Summit Meetings in Sacramento, Fresno, and Ontario. The 2007 Summits feature specific tools and techniques to use in securing the best possible negotiated agreements for school districts. Sessions presented by experienced school district negotiators.

Best Practices in Negotiations Series

A Best Practice in Negotiations Series will kickoff with a Teleconference at selected county offices of education featuring the SEAC Fourteen (14) Critical Elements of Negotiations Handbook. This will be followed by three (3) Best Practices Hot Topics offered both in Northern and Southern California. Those topics are: *Investigating Employee Misconduct; Safety and School Security; and Technology Security.*

SEAC/PASSCo Annual Employer-Employee Relations Conference

This highly successful annual conference will again be held in Irvine, and features an invaluable pre-conference workshop on negotiating strategies and tactics followed by an all day conference on all the important issues and topics related to collective bargaining and management rights.



SEAC Appoints New Board Member

Mr. John D. Anderson, Superintendent, Imperial County Office of Education was appointed to fill a vacancy created by the retirement of Dr. Diane Siri. The SEAC Board is pleased to continue to have a County Superintendent serving on the Board. A native of Imperial County, Mr. Anderson ventured northward to Stanford University and holds a Bachelor of Arts Degree in English and a Master of Arts Degree in English from UCLA. He has served as an educator for 38 years in the capacity of teacher, lecturer and administrator at the elementary, secondary and college levels.

Prior to being appointed as Imperial County Superintendent of Schools in 1997, Mr. Anderson served as a District Superintendent in two districts, Brawley Elementary School District and Central Union High School District. Mr. Anderson was elected in 2006 for a third term.

Mr. Anderson is a member of ACSA and has been the recipient of the Exemplary Site Leader Recognition and Distinguished District Leader Recognition. His many activities include Imperial Valley Telecommunication Authority Network Administrator, The Corporation for Education Network Initiatives in California Board Member, Regional Chair for California County Superintendents Educational Services Association Board of Directors, Kiwanis International, Cancer Resource Center of the Desert, and the Dean's Advisory Committee for San Diego State University, Imperial Valley Campus. He served as President of the California County Superintendents Educational Services Association (2004) and the El Centro Chamber of Commerce (2002).



**Ruben Ingram
Executive Director**

As School Employers Association of California (SEAC) completes its fifth year as an independent statewide school management association (remember the first thirty-one years were with the Los Angeles County Office of Education as SEA) we should take a look at what is recommended from the new book, *The Daily Drucker; 366 Days of Insight and Motivation for Getting the Right Things Done*. On Page 165 for May 31, the action point is, "Measure or assess your organization's performance on the two economic guideposts – productivity and innovation."

Productivity

In 2006-2007 SEAC co-produced three major Collective Bargaining Summits for approximately 550 participants; produced 3 major workshops for 100 participants; presented at 4 major conferences; made 3 joint presentations with ACSA; made 9 health care presentations to approximately 450 people; provided 10 projects and direct services trainings to individual school districts, including successful mediation and negotiations; produced a major Collective Bargaining Conference for 150 people; served on 3 major state health care committees (co-chair of one); served on 2 state committees for labor relations; met with Governor, his staff and several legislators; covered and reported on all Commission on Teacher Credentialing Meetings; provided over 100 telephone and electronic consultations to districts; produced 6 newsletters and 6 editions of the Reporter; and co-authored and submitted grant proposals for health care training programs totaling over \$500,000.

Innovation

In 2006-2007 SEAC created and staffed 2 new Regional Consultant Positions with 1 more to be filled in the near future; established 3 new committees; redesigned the website with password protected section including negotiated agreements, salary and benefit information, and model contract language; entered into a Strategic Alliance with ACSA; and established an Annual Professional Development Calendar.

Summary

Our membership numbers are higher than ever. We received a completely clean audit for the year. All the positions on our board are filled with meeting an objective to have statewide representation (From Imperial County in the South to the Bay Area, and Sacramento North to Thermalito). We are in a strong financial position with good cash flow and good reserves. We have strong partnerships with all the statewide management associations, and good relations through the health care initiative with the unions.

Among our goals for 2007-2008 are, of course, to increase membership in order to grow our association; to organize regional events; and to become more proactive at the legislative level. Please let us know how we can better serve you in the coming year.



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

Cottonwood Union School District

- Mr. Dale H. Hansen
Superintendent
- Ms. Janice Harry
Business Manager

San Dieguito Union High School District

- Dr. Peggy Lynch
Superintendent
- Mr. Terry King
Associate Supt. Human Resources

La Mesa-Spring Valley School District

- Mr. Brian Marshall
Superintendent
- Ms. Claudia Bender
Assistant Supt. Human Resources

Tustin Unified School District

- Mr. Richard Bray
Superintendent
- Ms. Jessica Gorman
Deputy Supt. Human Resources





School Employers Association of California

LEGISLATIVE GUIDELINES

1. SEAC supports legislation that proposes to maintain or establish management rights that enable school districts to provide the highest quality instructional programs and educational services for students as well as maximum flexibility to make decisions about the operations of the schools and district.
2. SEAC opposes legislation that proposes to limit the decision making authority of governing boards, superintendents, and the management team in the areas of collective bargaining and personnel management.
3. SEAC opposes legislation that proposes new mandatory programs, services, and duties on school districts without full, ongoing, and inflation-factored funding from the state.
4. SEAC supports legislation that proposes initiatives and reforms to the Educational Employment Relations Act that would enable school districts to provide the highest quality teaching and support services to its students and schools.
5. SEAC supports legislation that proposes to reduce the adversarial nature of negotiations.



www.seacal.org

Get access to SEAC Member Only Online today

1. Open the link:
http://www.sentrylogin.com/sentry/member_signup.asp?Site_ID=885
2. Fill in the registration form completely
3. Click on next
4. You will receive an e-mail to verify your email address
5. Follow the directions
Access will be provided in about 2-3 hours



SEAC School District Negotiators Certificate Program North (Six Weekends)

Fridays 6 - 9 p.m. and Saturdays 9 a.m. - 3 p.m. at the Sacramento City Unified School District Office 5735 47th Ave. , Sacramento, CA 95824
October 12-13; November 2-3; December 7-8; January 11-12; February 8-9; March 7-8.

SEAC School District Negotiators Certificate Program South (Six Weekends)

Fridays 6 -9 p.m. and Saturdays 9 a.m.-3 p.m. at the Fullerton School District Office, 1401 West Valencia Drive, Fullerton, CA 92833
October 26-27; November 16-17; December 14-15; January 25-26; February 29-March 1; March 28-29.



Collective Bargaining Summits

October 1, Red Lion Inn, Sacramento
October 3, Radisson Hotel, Fresno
October 8, Marriott Hotel, Ontario



SEAC/PASSCo Annual Employer-Employee Relations Conference



March 19-20, Irvine Marriott Hotel, Irvine, California

Best Practices in Negotiations Kickoff to a Yearlong Series

September 19, Teleconference at Selected County Offices of Education

Best Practices in Negotiations Series

November 14, *Investigating Employee Misconduct* Northern California TBD
November 28, *Investigating Employee Misconduct* Southern California TBD
January 16, *Safety and School Security* Southern California TBD
January 23, *Safety and School Security* Northern California TBD
April 16, *Technology Security* Northern California TBD
April 23, *Technology Security* Southern California TBD





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