

New Board Members Elected

The election for three new Board Members was concluded in November, and the election results were certified by the SEAC Board of Directors at their December 1, 2006 Meeting. The Board is pleased to announce the election of Dr. Joseph Condon, Superintendent, Lawndale School District; Mr. Gregory Kampf, Superintendent, Thermalito Union School District; and Dr. Robert Nunez, Superintendent, East Side Union High School District. These new Board Members will take office on January 1, 2007 and serve through December 31, 2009. As SEAC continues to grow into a statewide professional management association, we are strengthened by these three members. Dr. Condon is in Southern California south of Los Angeles; Mr. Kampf is in Northern California and represents Small School Districts (which are underrepresented at present); and Dr. Nunez is in the Bay Area. Congratulations to these new Board Members and to the SEAC Board of Directors for their work in broadening our representation throughout California



Joe Condon, Superintendent
Lawndale School District



Gregory Kampf, Superintendent
Thermalito Union School District



Bob Nuñez, Superintendent
East Side Union High School
District

DISTRICT NEGOTIATORS CERTIFICATE PROGRAM

Presented by

SCHOOL EMPLOYERS ASSOCIATION OF CALIFORNIA

45-Hours of training for new and experienced district negotiators and management negotiating team members

Sessions conducted by experienced district negotiators, superintendents, and labor attorneys. Graduates are certified as meeting SEAC Standards for District Negotiators

All sessions held at Grant UHSD, 1333 Grand Avenue
Sacramento, CA 95838

Fridays 6-9 p.m. Saturdays 9 a.m. –3 p.m.

Call to register at 949.387.1869

Dates:

January 26, 27 February 23, 24

March 23, 24 April 20, 21

May 18, 19



Ruben Ingram
Executive Director

Human resources management is closely aligned with negotiations, and SEAC often attends to issues in HR as a result, but the first and primary commitment of our association is management's interests in collective bargaining. This is why we exist.

SEAC has devoted considerable resources in the past two years to the issue of health benefits. Obviously, negotiating health benefits ranks high on the bargaining tables of every district. The Governor has stated that he is open to all ideas for providing affordable health insurance to all our citizens.

Following is a brief summary of our involvement and commitment to the problem, as well as recent and proposed legislation. Please share your ideas with us regarding how you think school districts can balance the fiscal restraints of our budgets with the health needs of our employees.

SEAC currently represents you, our members, with the following groups and individuals:

- California Education Coalition for Health Care Reform (Education Labor-Management)
- California Health Care Coalition (Public/Private Labor-Management)
- State Teachers Retirement System (STRS) Task Force on Health Benefits
- Orange County Health Benefits Council
- Secretary of Education
- Governor's Office
- Senator Sheila Kuehn
- Senator De La Torre

The issues being discussed include:

- **AB 256** (in statute) A study of the feasibility and cost effectiveness of a statewide insurance pool for all school employees.
- **SB 840** (passed by the Legislature, vetoed by the Governor) A plan to insure all Californians through a combination of employer/employee contributions, and taxes on high wealth citizens.
- **2007-2008 Legislature** has introduced 14 bills related to health care (AB1, AB2, AB8, AB10, AB12, AB13, AB20, AB25, AB30, AB32, AB51, AB53, AB75, AB2170).

- Senator Don Perata has introduced a plan (no number yet) that is very controversial requiring employer/employee contributions and verification that everyone has health insurance.
- The Governor will be presenting his plan in January.
- The SEAC Governmental Affairs and Legislation Committee will be looking at all the proposals. In the meantime, please give us your input on any of them.



James Fleming Joins SEAC Team

The SEAC Board of Directors and Executive Director are pleased to announce that Dr. James Fleming, former superintendent, Capistrano Unified School District, is joining the SEAC Team, effective January 1, 2007 as our first Regional Consultant. After a distinguished career in Dade County Florida, Jim has been superintendent of one of California's largest school districts, Capistrano Unified School District from 1991 until his recent retirement. Among his many honors, Jim was the ACSA Superintendent of the Year in 2001. Jim served on the former SEA Board, and was a speaker at several of our Annual Conferences. Dr. Fleming will be available to support member districts, member services, professional development, governmental affairs, and research projects.



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

Fort Bragg Unified School District

- Mr. Steve Lund
Superintendent
- Ms. Nancy Shaw
Human Resources

Heber School District

- Mr. Jaime Silva
Superintendent
- Ms. Carol Bradshaw
Personnel and Accounting

The California Health Care Coalition

California school districts must find ways to reduce health care costs without losing benefits for their employees. Health premiums are out of control, increasing more than double the rate of inflation in each of the last six years. Unless costs are controlled, premiums will double over the next seven years, placing an enormous strain on budgets and compromising our ability to provide affordable benefits for district employees.

What drives our health costs? Why do they rise faster than other family expenses? Can we do anything about them?

Health industry explanations for rising costs are incomplete and self-serving. Health plans report to us that utilization is up, prices are up, and so they have no choice but to raise our monthly premiums to cover costs. What they don't tell us is that experts routinely estimate that up to 50 percent of health care costs reflect poor quality care, administrative waste, excessive prices, and industry theft.

The California Health Care Coalition (CHCC) is a membership organization of employers and unions determined to stop opportunistic pricing and the substantial costs associated with the over-use, under and misuse of health care services. Its strategy has three main components. First, organize group health care purchasers so we have the leverage to promote reform. Second, obtain performance data on local providers. Third, negotiate model contracts with commercial plans and providers based on our standards for performance reporting, quality improvement, efficient service, and fair pricing.

The rationale is straightforward. Research has consistently documented widespread variation in service utilization, provider costs, and patient outcomes. This variation largely unknown to the public— is medically unjustified. It has more to do with the health status and treatment preferences of patients. As purchasers, we are entitled to know whether the treatments provided by hospitals and physicians are appropriate and effective, what providers charge for their services, whether they use resources efficiently, and how patients fare under their care.

California school employers and unions have led in the CHCC effort to achieve health system accountability. Ruben Ingram, SEAC's Executive Director and a member of the CHCC board, explains why: "If employers and union representatives continue to fight over who will pay for rising health costs without addressing underlying cost drivers, all of us will lose." Larry Buchanan, superintendent of the Grant Joint Union High School District and CHCC board member, strongly agrees: "No relief is in sight from either the health industry or government. The CHCC is our vehicle to achieve reform."

School districts interested in obtaining more information can visit the CHCC website at www.chccnet.org or contact CHCC's Executive Director, Sally Covington, at 415.567.4264 or by email, SallyC@CHCCnet.org



Personnel Administrative Services

Pre-Conference Workshop

Wednesday, March 14, 2007

9:00 a.m.—4:00 p.m.

SEAC Best Practices Handbook

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

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

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

Plus Additional, Valuable and Important Sessions

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(Fax, mail, email)**



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