

Volume 8, Number 3

November 2007

## NEW SEAC BOARD MEMEBERS



Dr. Greg Bowman



Mr. Roger Gallizzi



Mr. John Stoddard



Dr. Terry Bradley

We are pleased to announce the addition of four new board members. Elected to three-year terms beginning January 1, 2008 were: Dr. Greg Bowman, Superintendent, Burbank USD; Mr. Roger Gallizzi, Superintendent, Palmdale SD; and Mr. John Stoddard, Superintendent, Mr. View SD. They replace outgoing board members Dr. Bruce McDaniel, Superintendent, Lennox SD; Dr. Maggie Mejia, Superintendent, Sacramento City USD; and Mrs. Ginger Shattuck, Superintendent, Norwalk-La Mirada USD. The Board, Membership and Staff are very appreciative of the service they have given to the association and in turn to the students of California.

Appointed for a one-year term to the board was Dr. Terry Bradley, Superintendent, Clovis USD who replaces retired superintendent and board member, Dr. Cameron McCune, Fullerton SD. We also thank Dr. McCune for his valuable service and wish him the best in retirement.

The Joint Powers Agreement under which School Employers Association of California (SEAC) functions requires the Board of Directors to be made up of superintendents, college presidents, or college chancellors only. The Annual Organizational Meeting will be held on Wednesday, March 19, 2008 at 7:00 p.m. in the Board Room of the Irvine Marriott Hotel following a 6:00 Board Dinner.

## 2008 SEAC/PASSCo Annual Conference

We are pleased to announce the theme of the 2008 SEAC/PASSCo Annual Conference on Employer-Employee Relations. It is *"Navigating the Perfect Storm: From Opportunities to Success."* The theme reflects the coming years of financial uncertainty and the need for strong leadership. Dr. John Keiter, Superintendent, Summerville Union High School District & Twain/Hart School District is this year's Conference Chair. He is ably supported by SEAC/PASSCo Members Gabe Soumakian, Burbank USD; Kathy Duba, Pasadena USD; Sue Wheeler-Ayres, Los Angeles COE; Eva Chavez, Merced COE; Al Crespo, Valle Lindo ESD. The SEAC Staff supporting Dr. Keiter and the Conference Committee are: Ray Tolleson, Mike Crass, Alan Rasmussen, Frank Tyrell, Doug Brown, Cindy Mesaros, Olivia Mata, and Ruben Ingram.

The program will feature a full day Pre-Conference Workshop on Wednesday, March 19 with Todd Galuba, Atkinson, Andelson, Loya, Romo & Rudd in a morning session on *"Nightmare at the Bargaining Table."* The afternoon session will be *"How to Prepare for Impasse."*

On Thursday, March 20 the full day Conference will feature General Session and Breakout Sessions relating Collective Bargaining to the following topics: Declining Enrollment; Fiscal Stability; Health and Welfare Benefits; Unfair Labor Practices; Mediation; Program Improvement; NCLB; Court Cases and PERB Decisions; the Generation Gap; Union Tactics; Avoiding Litigation; Removing Contract Language; Collaborative Bargaining, and Alternative Forms of Pay.

The Conference Program information and on-line registration are on the SEAC Website at [www.seacal.org](http://www.seacal.org). You will not want to miss this conference as you prepare for your next round of bargaining.





**Ruben Ingram  
Executive Director**

From Executive Director's Desk

Congratulations to our four new board members as noted on the front page of this issue. We also express our appreciation for outgoing board members, Dr. Bruce McDaniel, Dr. Maggie Mejia, Mrs. Ginger Shattuck and Dr. Cameron McCune. They were generous with their time, expertise, and support. The 2008 Annual

Conference is in production and will feature expert assistance to help you through the next several difficult years. Please save the dates of March 19 – 20, 2008 at the Irvine Marriott Hotel. The Fourth Annual Collective Bargaining Summit Meetings were another great success. All the statewide K-12 Management and Governance Associations participated and supported them. These events help us become a "Statewide Management and Governance Team."



**Collective Bargaining Summit**

*Sacramento-Fresno-Ontario*



**Mr. Brett McFadden, ACSA Member Services Executive alerted us to political and fiscal issues in 2007-08 and beyond**



**Dr. Ruben Ingram, SEAC Executive Director gave an update on management bargaining initiatives at the state level.**



**Mr. Damon Smith, Imperial COE, CBO and Mr. Jim Schlotz, State CTA shared how management and unions get their financial information for bargaining**



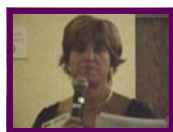
**Mr. Tom De Lapp, President, Communications Resources for Schools presented comprehensive and proactive communications strategies**



**Nearly 500 participants statewide attended the summits in Sacramento, Fresno, and Ontario**



**Questions from the audience were insightful and pointed**



## School Employers Association of California

announces:

### Conducting Internal Investigations Workshop

Friday February 15, 2007  
9:00am-1:00pm  
at

Sacramento County Office of Education

presented by:

Steven M. Crass  
Lang, Richert & Patch Law Firm

For registration information call us at:  
949.387.1869  
or visits us at [www.seacal.org](http://www.seacal.org)



# WELCOME

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

### Murrieta Valley Unified School District

- Dr. Stan Scheer  
Superintendent
- Mr. Pat Kelley  
Assistant Superintendent Humand Resources

### Westside Union School District

- Ms. Regina Rosall  
Superintendent
- Mr. Robert Hughes  
Assistant Superintendent HR



## 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](http://www.CECHCR.org), or call the CECHCR office.



## 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](http://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 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](mailto:sosborn@ccscenter.org).





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### BOARD

Mr. Paul Mercier  
Chair  
Superintendent  
Magnolia USD

Dr. Maggie Mejia  
Vice Chair and Treasurer  
Superintendent  
Sacramento City USD

Mr. John Anderson  
Superintendent  
Imperial COE

Mr. Terry Bradley  
Superintendent  
Clovis Unified School District

Dr. Joe Condon  
Superintendent  
Lawndale School District

Mr. Gregory Kampf  
Superintendent  
Thermalito Union School District

### BOARD

Dr. Bruce McDaniel  
Superintendent  
Lennox SD

Mr. Bob Nuñez  
Superintendent  
East Side Union HSD

Mrs. Ginger Shattuck  
Superintendent  
Norwalk-La Mirada USD

Mrs. Dorothy Fagan  
Superintendent  
East Whittier City SD  
(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

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