



Fifth Annual School Management Collective Bargaining Summits (Sponsored by SEAC, ACSA, CSBA, and Supported by CCESA and CASBO)

The Fifth Annual School Management Collective Bargaining Summit Meetings were held in October in Sacramento, Visalia, and Ontario. Over 400 school administrators attended the meetings at which negotiations' strategies and tactics were discussed in light of the severe budget problems facing the state and our districts.

Mike Crass, SEAC, and Ruben Ingram, SEAC highlighted the hard choices for providing health benefits, and advised districts and their employees to become better informed about the process for securing health insurance.

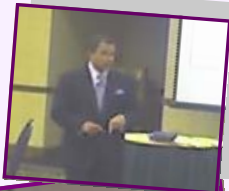


Visalia – October 1



Brett McFadden, ACSA and Ruben Ingram, SEAC closed the day with the “down and dirty” approaches that are sometimes used in negotiations, and how to counter them.

Ontario - October 7



Rick Pratt, CSBA and Brett McFadden, ACSA advised that careful and conservative financial analysis is the key to surviving the economic tsunami rolling over us.



Sharon Dezutti, ACSA gave the audience tactical advice on reducing the adversarial nature of the negotiations process.



Sacramento - September 29



The evaluations were excellent with such comments as,
 “Presenters were on topic and engaging.”
 “Timely to the current situation in the state.”
 “We loved having the material on a CD instead of in a binder.”
 “Well organized, moved at a good pace.”

Ruben Ingram
Executive Director
REMEMBRANCES



It was with great sadness I learned of the passing of two respected colleagues this past week; two men who devoted their lives to education, but most personally to school administrators. Bill Cunningham was the founding father and Executive Director of the Association of California School Administrators (ACSA), and Sam Sava was the Executive Director of the National Association of Elementary School Principals (NAESP).

Bill did something everyone thought impossible. He led seven separate school administrative associations into one major professional association representing the interests of all public school administrators in California. No other person or state had done that. To get all groups to give up their self-interests and join together as one was a tremendous accomplishment. Bill went on to lead ACSA onto solid ground that has enabled the Association to be the major voice of school administrators in California today. I am proud to have known and worked with Bill, to have been a founding member of ACSA (and a continuing retired member today), and to have had the opportunities to serve ACSA and its members for over 40 years. Much of what I know about professional associations I learned from Bill.

Sam came to NAESP from the Mott Foundation, and with that experience brought elementary school principals in the nation a new stature and recognition. Sam was very skillful in Washington politics, and advanced the views of, not only elementary school principals, but all administrators on Capitol Hill. I was privileged to be on the NAESP Board that hired Sam, and it was one of the best decisions I have been involved in during my career. Like Bill Cunningham, much of what I know about educational politics I learned from Sam.

As one moves toward the end of a career in education (not just yet I hope), the passing of leaders and mentors causes one to reflect on what we have accomplished together. As a group, or class, school administrators are seldom accorded the recognition we deserve, but you and I know that while leadership has its challenges and frustrations, it also has its rewards. The greatest of those rewards has always been the privilege to know and work with men and women of great dedication and commitment. Bill and Sam were those kinds of people. It was their contributions that have inspired us, and we can only hope our contributions will do the same for the next generation of school administrators.



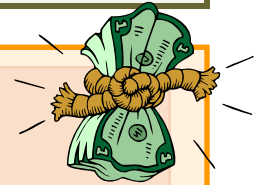
2008 Legislative Results

SEAC represented managements views on a number of important issues that came before the legislature in 2008. Following are some results:

AB2167 (De Leon) would have granted classified employees the right to challenge and have removed statements and documents from their personnel files through the grievance procedures. **SEAC opposed this bill on the basis that this would grant rights to employees that are mandatory subjects of bargaining; in effect expanding the scope of bargaining.** The bill passed the legislature, but was vetoed by the Governor who stated correctly, "Current law provides adequate protection for school employees to review and provide rebuttal in their personnel files." **SEAC communicated this position to the Governor and we are pleased he agreed.**

AB2967 (Lieber) would have provided for improved medical data collection and reporting practices as well as regulations to carry out recommendations from the California Health Care Cost and Quality Transparency Committee. **SEAC supported this bill in the interest of providing districts with cost and quality information they could use to make informed choices about the purchase of health benefits.** The bill died on the Senate Floor, but SEAC along with the California Education Coalition for Health Care Reform (CECHCR) will work with legislators to bring it back for consideration in 2009.

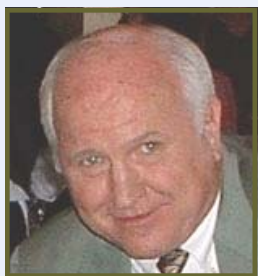
PERB Reduces Factfinding Chair's Daily Rate



PERB, at its public meeting of October 27, 2008, voted 3-1 to reduce the factfinding chair's daily rate from \$800 to \$100. The action also included a cap of three days on each contract PERB issues for a factfinding. The action was taken in response to the legislature's elimination of PERB's funding for factfinding - \$85,000. A PERB memorandum of October 21, 2008 (revised) stated, "PERB's funding specified for factfinding was eliminated but its statutory obligation to pay for the factfinding was not."

During the meeting, all public comment and written communications opposed the reduction of the daily rate. SEAC Assistant Executive Director, Dr. Doug A. Brown, on behalf of management provided comment and reported to PERB that a reduction in the daily rate would complicate the process, i.e., number of available factfinders would decline, serious delays could occur, and end of impasse would be difficult to determine. All other public comment and written communication were presented by union representatives. PERB may convene a meeting of its Advisory Committee, of which SEAC Executive Director, Dr. Ruben Ingram, is a member, and attempt to seek a different solution.

SEAC Assistant Executive Director



The SEAC Board and Executive Director are pleased to announce that Dr. Doug Brown has accepted the position of Assistant Executive Director, SEAC. Many of you know that Dr. Brown was the long time Executive Director of SEA (School Employers Association) when it was still at Los Angeles County Office of Education. Since his retirement in 2002, Dr. Brown has remained active as a consultant to SEAC, and has been a loyal and committed supporter of the association. As Assistant Executive Director, he will handle such duties as staffing various committees, promoting professional development, representing the association at meetings, and providing research and planning for the association.

Dr. Ruben Ingram, Executive Director stated, "Doug brings years of experience, complete knowledge of the collective bargaining process, and many friends, colleagues and contacts in the profession. He has hit the ground running and is providing much needed assistance to our ever expanding programs and services. We are fortunate to have him on board."



WELCOME

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

Buena Park School District

- Mr. Greg Magnuson
Superintendent
- Ms. Barbie Montelongo
Director, Human Resources

Fresno County Office of Education

- Mr. Larry L. Powell
Superintendent
- Ms. Laurie Gabriel
Senior Director, Human Resources

School Management Negotiators Certificate Program 2008-2009

A Certificate Program for New and Experienced Human Resources and Labor Relations Administrators Engaged in School District Negotiations

Two concurrent programs, one in Northern California and one in Southern California

Northern California Sacramento

Session I	December 12-13, 2008
Session II	January 30-31, 2009
Session III	February 20-21, 2009
Session IV	March 13-14, 2009
Session V	April 17-18, 2009
Session VI	May 8-9, 2009

Southern California

Embassy Suites Hotel Irvine

Session I	January 16-17, 2009
Session II	February 20-21, 2009
Session III	March 6-7, 2009
Session IV	April 10-11, 2009
Session V	May 1-2, 2009
Session VI	May 15-16, 2009



Register Today

www.seacal.org

949.387.1869

seac@seacal.org

Training Topics

- Session I
Introduction and History of the Collective Bargaining Legal Framework of the EERA
- Session II
Overview of Bargaining Models
Preparing for Bargaining
- Session III
The Negotiation Process: Bargaining Strategies
The Negotiation Process: Bargaining Tactics
- Session IV
Drafting Contract Language
Use of Economic and Fiscal Data
- Session V
Impasse Procedures Under EERA
Administering the Contract
- Session VI
Proactive Communications: Getting your message out
Negotiations Simulation

Faculty

- Dr. Douglas Brown, Assistant Executive Director, SEAC
- Mr. Tom DeLapp, President, Communications Resource for Schools
- Dr. Ruben Ingram, Executive Director, SEAC
- Mr. Joseph Woodford, Past Chief Negotiator, San Bernardino CUSD
- Mr. Mike Crass, Regional Consultant, SEAC
- Mr. Brett McFadden, Management Services Executive, ACSA
- Mr. Damon Smith, Business Services Executive, Imperial COE
- Others to be announced





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BOARD

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Superintendent
Lawndale 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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Thermalito Union School District

Dr. John Keiter
Superintendent
Summerville Union High School
District/ Twain Harte Long Barn Union
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

Dr. Doug Brown
Assistant Executive Director

Dr. George Bloch
Regional Consultant

Mr. Mike Crass
Regional Consultant

Ms. Olivia Mata
Administrative Assistant

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Association of California**

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