

SCHOOL NEGOTIATIONS WORKSHOP

Embassy Suites Columbus – Dublin
Dublin, Ohio
Thursday, January 19, 2023

5:30 - 6:00 p.m.

REGISTRATION/DINNER

6:00 - 6:10 p.m.

WELCOME & INTRODUCTION

6:10 - 6:40 p.m.

SETTING THE BARGAINING TABLE: PREPARATIONS FOR NEGOTIATIONS

Donna M. Andrew, Esq.

- Involving the Administrative Team and Board in Preparations
- Reviewing Data and Finances
- Understanding “Needs” v. “Wants”

6:40 - 7:10 p.m.

CONTRACT LANGUAGE TO KEEP AND ATTRACT NEW EMPLOYEES

Daniel L. Lautar, Esq.

- Paid Time Off
- Flexible Schedules v. Traditional School Days/
School Years
- Student Loans Payoffs, Annuities, and Other
Non-Traditional Perks

7:10 - 7:40 p.m.

LEARNING LOSS, EDUCATIONAL FLEXIBILITY AND CONTRACT LANGUAGE

Brian J. DeSantis, Esq.

- Supplemental Contracts and Longer School Days
- Data, Data, Data
- Contract Language that Stymies Educational Goals

7:40 - 7:50 p.m.

BREAK

7:50 - 8:20 p.m.

AVOIDABLE MISTAKES: COMMON ERRORS BY INEXPERIENCED NEGOTIATORS

Christian M. Williams, Esq.

- Believing Personalities will Trump Process
- Letting the Union Dictate the Board’s Proposals
- Believing that a Quick Settlement Equals a
Successful Settlement

8:20 - 8:50 p.m.

CLOSING THE DEAL: TECHNIQUES FOR A SUCCESSFUL SETTLEMENT

Kevin J. Locke, Esq.

- Effective Sidebar Techniques
- Timely Packaging of Counterproposals
- Knowing if and when to Declare Impasse

8:50 - 9:20 p.m.

STRIKE PREPARATION AND COMMON UNION TACTICS

Milko Cecez, Esq.

- “Crisis” Committee and Other Union Tactics
- Burdensome Public Records Requests
- Technology and Social Media Responses