



**Pepple & Waggoner**

ATTORNEYS AT LAW

## SCHOOL NEGOTIATIONS WORKSHOP

Holiday Inn

Independence, Ohio

Thursday, January 26, 2023

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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