



Pepple & Waggoner
ATTORNEYS AT LAW

SCHOOL NEGOTIATIONS WORKSHOPS

Embassy Suites Columbus - Dublin Dublin, Ohio Thursday, January 18, 2024	Holiday Inn Independence, Ohio Thursday, January 25, 2024	Cincinnati Marriott North West Chester, Ohio Thursday, February 1, 2024
5:30 - 6:00 p.m.	REGISTRATION/DINNER	
6:00 - 6:10 p.m.	WELCOME AND INTRODUCTION	
6:10 - 6:40 p.m.	HOW TO PREPARE FOR SUCCESSFUL NEGOTIATIONS <ul style="list-style-type: none">● Identifying contract language that hurts education● How to prepare the district's financial parameters● Deciding on IBB, traditional, or other bargaining formats	Kevin J. Locke, Esq.
6:40 - 7:10 p.m.	FIXING TROUBLESOME AND COSTLY CONTRACT LANGUAGE <ul style="list-style-type: none">● Open-ended grievance timelines● Stipends and extra days for normal work duties● Overly technical and unclear disciplinary procedures● Just cause for nonrenewal	Christian M. Williams, Esq.
7:10 - 7:40 p.m.	DON'T MAKE THESE COMMON BARGAINING MISTAKES <ul style="list-style-type: none">● Language for money bargaining● Failing to properly research and collect data on troublesome language● Trying to rush a settlement when the union is not ready to close a deal	Donna M. Andrew, Esq.
7:40 - 7:50 p.m.	BREAK	
7:50 - 8:20 p.m.	THIS CAN'T WAIT: CONTRACT LANGUAGE YOUR BOARD NEEDS TO NEGOTIATE THIS YEAR <ul style="list-style-type: none">● Language that creates flexibility and avoids negative headlines● Changes in law necessitating language changes● Bus route selection, aide assignment, substance abuse, employee discipline	Brian J. DeSantis, Esq.
8:20 - 8:50 p.m.	SERB: THE UMPIRES OF THE BARGAINING TABLE <ul style="list-style-type: none">● A look inside the State Employment Relations Board● Explaining the unfair labor practice charge process● Defining "bad faith": surface, regressive, and other unlawful forms of bargaining	Daniel L. Lautar, Esq.
8:50 - 9:20 p.m.	UNION TACTICS, STRIKES AND MILITANCY <ul style="list-style-type: none">● How national strike activity could impact you● Burdensome public records requests● No confidence votes	Milko Cecez, Esq.