



**Pepple & Waggoner**

ATTORNEYS AT LAW

## SCHOOL NEGOTIATIONS WORKSHOPS

Embassy Suites Columbus - Dublin

Dublin, Ohio

Thursday, January 18, 2024

### **WIFI ACCESS**

Network: Embassy\_Meeting

Password: esdn2024

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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**

Kevin J. Locke, Esq.

- Identifying contract language that hurts education
- How to prepare the district's financial parameters
- Deciding on IBB, traditional, or other bargaining formats

6:40 - 7:10 p.m.

### **FIXING TROUBLESOME AND COSTLY CONTRACT LANGUAGE**

Christian M. Williams, Esq.

- Open-ended grievance timelines
- Stipends and extra days for normal work duties
- Overly technical and unclear disciplinary procedures
- Just cause for nonrenewal

7:10 - 7:40 p.m.

### **DON'T MAKE THESE COMMON BARGAINING MISTAKES**

Donna M. Andrew, Esq.

- 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

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**

Brian J. DeSantis, Esq.

- Language that creates flexibility and avoids negative headlines
- Changes in law necessitating language changes
- Bus route selection, aide assignment, substance abuse

8:20 - 8:50 p.m.

### **SERB: THE UMPIRES OF THE BARGAINING TABLE**

Daniel L. Lautar, Esq.

- 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

8:50 - 9:20 p.m.

### **UNION TACTICS, STRIKES AND MILITANCY**

Daniel L. Lautar, Esq.

- How national strike activity could impact you
- Burdensome public records requests
- No confidence votes