



## SCHOOL NEGOTIATIONS WORKSHOPS

Quest Conference Center  
Westerville, Ohio

**Thursday, January 15, 2026**

**Holiday Inn**  
Independence, Ohio

**Thursday, January 22, 2026**

5:30 - 6:00 p.m.

### REGISTRATION/DINNER

6:00 - 6:10 p.m.

### WELCOME AND INTRODUCTION

6:10 - 6:40 p.m.

### SETTING THE BARGAINING TABLE: PREPARATIONS FOR NEGOTIATIONS

Kevin J. Locke, Esq.

- Responding to Statutory Changes
- Establishing Obtainable Financial Goals
- Understanding “Needs” v. “Wants”

6:40 - 7:10 p.m.

### CONTRACT LANGUAGE THAT SAVES, NOT SQUANDERS, DISTRICT FUNDS

Christian M. Williams, Esq.

- Salary Schedule Movement
- Reduction in Force
- Attendance Incentives
- Severance and Retirement Incentives

7:10 - 7:40 p.m.

### WINNING GRIEVANCES WITH A BETTER PROCEDURE

Daniel L. Lautar, Esq.

- Limiting the Scope of What is Grievable
- Managing Grievance Timelines
- Using Grievances as Leverage at the Bargaining Table

7:40 - 7:50 p.m.

### BREAK

7:50 - 8:20 p.m.

### CLOSING THE DEAL: TECHNIQUES FOR A SUCCESSFUL SETTLEMENT

Brian J. DeSantis, Esq.

- Effective Sidebar Techniques
- Timely Packaging of Counterproposals
- Knowing If and When to Declare Impasse

8:20 - 8:50 p.m.

### WHAT TO DO WHEN THE UNION REJECTS THE DEAL

Donna M. Andrew, Esq.

- Predicting the Future Once a Tentative Agreement Has Been Reached
- What to Do After the Notification That the Deal Was Rejected
- Legal and Practical Option Post-Rejection

8:50 - 9:20 p.m.

### EFFECTIVE MEDIA RELATIONS DURING NEGOTIATIONS

Tony K. Telidis, Esq.

- Proactive vs. Reactive Approaches
- Use of Social Media by the Board and Union
- Contract Language that Impacts Media Relations