

# Fiscal Aspects of Negotiations

*Presented by Ron Bennett, President and CEO, and  
John Gray, Vice President*

## ABOUT THE WORKSHOP

There are no more prevalent and specific mandates on the operation of public schools than those found in collective bargaining agreements. Fiscal, program, and management controls are found throughout district-bargained agreements. District management's challenge is to create peaceful employee contract settlements that are in alignment with the district's financial and program goals. Based upon the level of this year's new funding for school districts, we would call this a "year to maintain" at the bargaining table.

This workshop—**for the management side of the table only**—focuses on how to weave your way through the labyrinth of fiscal and program pitfalls that plague collective bargaining agreements. Working your way through the fiscal issues at the negotiating table is the cornerstone of any positive settlement and this half-day workshop focuses on management's tools for successful fiscal conclusions.

The curriculum is planned so that it has new ideas for the experienced negotiator, as well as training for the newest participant on the management side of the table. Since attendance is limited to management participants only, an open dialogue on bargaining frustrations can help all of the attendees.

This half-day presentation on the Fiscal Aspects of Negotiations is delivered by two experienced veterans of the negotiating table. Ron Bennett, President and CEO of School Services, has negotiated hundreds of collective bargaining contracts, been through numerous factfindings, and survived several teacher strikes. John Gray, SSC's Vice President, has settled numerous difficult negotiations and priced dozens of additional contracts. Their comments, stories, and curriculum make this workshop a must for every superintendent, chief business official, chief negotiator, chief human resources officer, and member of the district negotiating team.

## Workshop Dates and Locations

October 24, 2008—Garden Grove Embassy Suites

November 7, 2008—Sacramento Marriott

Registration at 8:00 a.m.

Workshop runs from 8:45 a.m. to 12:30 p.m.

## WORKSHOP CONTENT

Topics to be discussed during this half-day workshop include:

- Pricing proposals and translating the costs into table language
- Evaluating what's fair and translating fairness into forms that others can understand
- Understanding the key aspects of the Educational Employment Relations Act
- Responding to "We know it is there—you're just hiding the money"
- Negotiating health benefits when their costs go through the roof
- The role of the CBO in negotiations—what's a fair expectation
- Negotiation pitfalls and management mistakes
- Preparing for mediation, factfinding, and the conflicts of impasse
- Working with a divided board and union-sympathetic members
- Responding to the legal obligations for financial disclosure and certification by K-12 school districts



# FISCAL ASPECTS OF NEGOTIATIONS

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### REGISTRATION FEE



Client—\$175 per attendee • Nonclient—\$235 per attendee

#### TO REGISTER:

**ONLINE** through our website:  
www.sscal.com, click on “Workshops  
and Conferences”

**FAX** completed registration form  
(including PO or credit card num-  
ber) to (916) 313-3298

**MAIL** completed registration form  
to Marilyn MacCrakin, School Ser-  
vices of California, Inc., 1121 L  
Street, Suite 1060, Sacramento, CA  
95814

#### WORKSHOP TIMES

Registration begins at 8:00 a.m.  
**Program begins at 8:45 a.m.**  
and concludes at 12:30 p.m.

#### CANCELLATIONS

All cancellations received between  
5:00 p.m. the Friday before your  
scheduled workshop and three  
weeks prior will be charged a  
cancellation fee of \$45 per person;  
however, if you are a client and  
order the materials for \$65 (\$95 for  
nonclients), the fee will be waived.  
Cancellations received after that time  
will be charged the full workshop  
fee. To avoid the cancellation fee,  
you are welcome to substitute  
another attendee for the registered  
guest. Cancellation numbers will be  
given at the time of cancellation and  
should be retained to avoid any  
misunderstandings. Please e-mail  
Marilyn MacCrakin at  
marilyn@sscal.com) or call her at  
916) 446-7517, if you have any  
questions.

**YES!** Please register me/us for the “Fiscal Aspects of Negotiations” Workshop

District/Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone #: ( ) \_\_\_\_\_ E-Mail: \_\_\_\_\_

ATTENDEE INFORMATION	PLEASE SELECT A LOCATION	
Name:	Garden Grove	Sacramento
E-Mail:	<input type="checkbox"/>	<input type="checkbox"/>
Name:	Garden Grove	Sacramento
E-Mail:	<input type="checkbox"/>	<input type="checkbox"/>
Name:	Garden Grove	Sacramento
E-Mail:	<input type="checkbox"/>	<input type="checkbox"/>
Name:	Garden Grove	Sacramento
E-Mail:	<input type="checkbox"/>	<input type="checkbox"/>
_____ attendees at \$ _____ = Total amount to be billed/enclosed \$ _____		

**Please do not send checks to the “L” Street address. Thank you.**

If you are prepaying by check, please mail to:  
School Services of California, Inc.  
File No. 730382  
P.O. Box 60000  
San Francisco, CA 94160

**Note:** For faster processing, please also fax your registration form, with a  
copy of the check, to (916) 313-3298

#### PAYMENT OPTIONS

**Note:** Registrations *will not be accepted* without a method of payment indicated. “PO to follow” or “Check to be mailed” will hold up processing of registration. A PO number, check number, or credit card number *must* accompany your registration.

Check enclosed. Make payable to School Services of California, Inc. Check # \_\_\_\_\_

Credit card authorization (Visa or MasterCard *only*)

Cardholder Name \_\_\_\_\_

Account Number \_\_\_\_\_ VCode \_\_\_\_\_ Exp. Date \_\_\_\_/\_\_\_\_

Authorized Signature for Visa/MasterCard \_\_\_\_\_

Purchase order attached PO# \_\_\_\_\_  
(faxed copy of PO or check is acceptable)