

# **FLORIDA EDUCATIONAL NEGOTIATORS**

## **35th Annual Spring Training Program**

### **Performance Pay: Promises & Problems**

Embassy Suites Orlando – Lake Buena Vista South  
4955 Kyngs Heath Road  
Kissimmee, Florida 34746  
May 18-21, 2015

#### **Monday, May 18, 2015**

6:00 – 8:00 p.m.                      Board of Directors Meeting -      Discovery Boardroom

#### **Tuesday, May 19, 2015**

8:00 a.m. – 12:00 p.m.              Conference Registration –      West Registration Desk

8:15 – 9:15 a.m.                      Continental Breakfast                      Palms Foyer

9:15 – 9:30 a.m.                      Welcome                                      Palms E, F & G

Speakers: Kim Sabol, F.E.N. President  
                    Martin County Public Schools

                    Melba Luciano, Superintendent  
                    Osceola County Public Schools

9:30 – 10:30 a.m.                      General Session 1                              Palms E, F & G

Keynote Speaker – Gordon Jackson  
Jackson, Shields, Yeiser & Holt  
“New Era Negotiation Strategies”

10:30 – 10:45 a.m.	Break	Palms Foyer
10:45 – 12:15 p.m.	General Session 2  Florida Dept. of Education Update: Making Teaching Better Brian Dassler, Deputy Chancellor for Educator Quality, F.D.O.E.	Palms E, F & G
12:15 – 1:45 p.m.	Lunch on Your Own	
1:45 – 3:00 p.m.	General Session 3  Retiree Health Plans: A Florida Case Study John Robinson, C.E.O. Robinson Bush, F.B.M.C. & The Brevard County School District	Palms E, F & G
3:00 – 3:15 p.m.	Break	Palms Foyer
3:15 – 3:30 p.m.	Annual Business Meeting- Election of 2015-2016 Officers: Kim Sabol, F.E.N. President	
3:30 – 4:30 p.m.	General Session 4  Performance Pay: Roundtable Discussion # 1 Doug Griffin, Asst. General Counsel, Broward County School Board & Accompanying Attorneys	Palms E, F & G
5:30 – 7:00 p.m.	Reception	Palms D

**Wednesday, May 20, 2015**

7:30 – 8:30 a.m.	Continental Breakfast	Palms Foyer
8:00 – 10:00 a.m.	Conference Registration -	West Registration Desk
8:30 – 9:30 a.m.	General Session 5	Palms E, F & G
9:30 – 9:45 a.m.	Break	Palms Foyer
9:45 – 10:45 a.m.	Concurrent Session 1 (Select One)	
	1. Basic Bargaining Part I (F.S. 447) - <b>(B)</b> Session 1 ONLY Martin Miller, Miller Consulting Group	Palms E
	2. Responding to E.E.O.C. & O.C.R. Complaints Session 1 ONLY Terry Harmon, Esq. Sniffen & Spellman, P.A.	Palms F
	3. Federal Employment Law: F.L.S.A. F.M.L.A. & A.D.A. Session 1 ONLY Doug Griffin, Asst. General Counsel, Broward County School Board	Palms G
	4. F.R.S. Investment Plan & Choice Session 1 ONLY Walter Kelleher, CEBS, Director of Educational Services, State Board of Administration	Magnolia C
10:45 – 11:00 a.m.	Break	Palms Foyer
11:00 – 12:00 p.m.	Concurrent Session 2 (Select One)	
	1. Basic Bargaining Part II – <b>(B)</b> Nuts & Bolts Session 2 ONLY Martin Miller, Miller Consulting Group	Palms E

2. Terminations – 7 Deadly Sins vs. Performance Evaluation Sessions 2 & 4  
Doug Griffin, Asst. General Counsel,  
Broward County School Board Palms F
3. Education & Labor Law Updates that Impact Union Negotiations Session 2 ONLY  
Terry Harmon, Esq.  
Sniffen & Spellman, P.A. Palms G
4. F.E.F.P. Timeline & Overview: Early Planning for the Budget & Negotiations Session 2 ONLY  
Jim Hamilton, President, H.B.E.C. Group, Inc. Magnolia C

12:00 – 1:15 p.m. Conference Luncheon – Palms D

1:30 – 2:30 p.m. Concurrent Session 3 (Select One)

1. Impasse Session 3 ONLY  
Leonard J. Dietzen, III  
Rumberger, Kirk & Caldwell, P.A. Palms E
2. Advanced Bargaining: Mandatory & Permissive Subjects in Collective Bargaining Session 3 ONLY  
Doug Griffin, Asst. General Counsel,  
Broward County School Board Palms F
3. Grievances & Arbitration Sessions 3 & 4  
Deborah C. Brown, Esq.  
Thompson, Sizemore, Gonzalez & Hearing, P.A. Palms G
4. Recent Public Records Legislation & Related Judicial Review Session 3 ONLY  
Steve Meck & Greg Morton  
Florida Public Employees Relations Commission Magnolia C

2:30 – 2:45 p.m. Break Palms Foyer

## Concurrent Session 4 – (Select One)

- 4:00 – 5:00 p.m.

General Session 6

Palms E, F &amp; G

**Thursday, May 21, 2015**

7:30 – 8:30 a.m.

## Continental Breakfast

## Palms Foyer

8:30 – 11:30 a.m.

General Session 7

Palms E, F &amp; G

The 2015 Florida Legislature: A Final Report  
Ruth Melton, Director of Government Relations of the  
Florida School Boards Association, Jessica Janasiewicz,  
President of F.E.L.L and Members of  
The Florida Education Legislative Liaisons

10:00 – 10:15 a.m.	Break	Palms Foyer
10:15--11:30 a.m.	General Session 7 continued	
11:30 – 11:45 a.m.	Closing Comments Kelly Krostag, F.E.N. President Escambia County Public Schools	

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NOTES