

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
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Tuesday, May 19, 2015

8:00 a.m. – 12:00 p.m.	Conference Registration	West Registration Desk
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8:15 – 9:15 a.m.	Continental Breakfast	Palms Foyer
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9:15 – 9:30 a.m.	Welcome	Palms E, F & G
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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
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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	Palms E, F & G
	Florida Dept. of Education Update: Making Teaching Better Brian Dassler, Deputy Chancellor for Educator Quality, F.D.O.E.	
12:15 – 1:45 p.m.	Lunch on Your Own	
1:45 – 3:00 p.m.	General Session 3	Palms E, F & G
	“FSRBC - A Winning Combination for Retiree Benefits” John Robinson, C.E.O. Robinson Bush, F.B.M.C. & The Brevard County School District	
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	Palms E, F & G
3:30 – 4:30 p.m.	General Session 4	Palms E, F & G
	Performance Pay: Roundtable Discussion # 1 Doug Griffin, Asst. General Counsel, Broward County School Board & Accompanying Attorneys	
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
	TBD	
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) 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 & 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) 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 Palms G
Session 2 ONLY
Terry Harmon, Esq.
Sniffen & Spellman, P.A.
4. F.E.F.P. Timeline & Overview: Early Planning for the Budget & Negotiations Magnolia C
Session 2 ONLY
Jim Hamilton, President, H.B.E.C. Group, Inc.

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

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

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

2:30 – 2:45 p.m. Break Palms Foyer

Concurrent Session 4 (Select One)

1. Unfair Labor Practices Palms E
Session 4 ONLY
Erin Jackson, Esq.
Thompson, Sizemore, Gonzalez & Hearing, P.A.
2. The PERC: Hot Topics & Current Trends Palms F
Session 4 ONLY
Steve Meck, Esq. & Greg Morton, Esq.
The Florida Public Employees Relations Commission
3. Grievances & Arbitration Palms G
Sessions 3 & 4
Leonard J. Dietzen, III
Rumberger, Kirk & Caldwell, P.A.
4. Terminations – 7 Deadly Sins vs. Magnolia C
Performance Evaluations Sessions 2 & 4
Doug Griffin, Asst. General Counsel
Broward County School Board

General Session 6

Palms E, F & G

Performance Pay: Roundtable Discussion # 2
Doug Griffin, Asst. General Counsel, Broward
County School Board & Accompanying Attorneys

Thursday, May 21, 2015

Continental Breakfast

Palms Foyer

General Session 7

Palms E, F & G

The 2015 Florida Legislature: A Final Report
Ruth Melton, Director of Government Relations,
Florida School Boards Association,
Jessica Janasiewicz, President of F.E.L.L. &
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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