

# FLORIDA EDUCATIONAL NEGOTIATORS

## 38th Annual Spring Training Program

### Always FENtastic

DoubleTree by Hilton at Universal Orlando  
5780 Major Boulevard  
Orlando, Florida 32819  
May 14 -17, 2018

#### Monday, May 14, 2018

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

#### Tuesday, May 15, 2018

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

8:00 – 9:00 a.m.                      Continental Breakfast                      Gold Coast Foyer

9:00 – 9:15 a.m.                      Welcome                      Lake/Osceola

Speakers: Betsy Kuhn, F.E.N. President  
Pasco County Public Schools

Dr. Jesus Jara, Deputy Superintendent  
Orange County Public Schools

9:15 – 10:30 a.m.                      **General Session 1**                      Lake/Osceola

Transform, Optimize, Accelerate...Making Negotiation  
Fun!

Keynote Speaker – [Dr. Rick Goodman](#)  
[Goodman Presentation Handouts](#)

10:30 – 10:45 a.m.	Break	Gold Coast Foyer
10:45 – 12:00 p.m.	<b>General Session 2</b>	Lake/Osceola
	Spotlight on Sexual Harassment: How to Avoid a #Me Too Claim Sally R. Culley & Nicole Smith Rumberger, Kirk & Caldwell, P.A.	
12:00 – 1:30 p.m.	Lunch on Your Own	
1:30 – 2:45 p.m.	<b>General Session 3</b>	Lake/Osceola
	Update on F.D.O.E. Strategic Plan Jacob Oliva, Executive Vice Chancellor Division of Public Schools Florida Department of Education <a href="#">Oliva Presentation</a>	
2:45 – 3:00 p.m.	Break	Gold Coast Foyer
3:00 – 3:45 p.m.	Annual Business Meeting Election of 2018-2019 Officers Betsy Kuhn, F.E.N. President	Lake/Osceola
	Florida Educational Negotiators 2018 Certification Program Doug Griffin	
	Independent Benefits Council Update: Retiree Health Plans – David Ford <a href="#">Ford Presentation</a> IBC’s Model Plan – Richard Allen, AXA	
3:45 – 4:45 p.m.	<b>General Session 4</b>	Lake/Osceola
	The Florida Constitution Revision Commission Andrea Messina, Executive Director Florida School Boards Association <a href="#">Messina PowerPoint</a>	

5:30 – 7:00 p.m. Reception Convention Center Lobby

**Wednesday, May 16, 2018**

7:30 – 8:30 a.m. Continental Breakfast Gold Coast Foyer

8:00 – 10:00 a.m. Conference Registration Convention  
Registration Desk

8:30 – 9:30 a.m. **General Session 5** Lake/Osceola

“Will Your Instructional Bargaining Unit Survive HB  
7055?”

Leonard J. Dietzen, Rumberger, Kirk & Caldwell  
[Dietzen PowerPoint](#) -- [Handouts](#)

9:30 – 9:45 a.m. Break

9:45 – 10:45 a.m. Concurrent Session 1 (Select One)

1. Basic Bargaining Part I (F.S. 447) - **(B)** Palm Beach  
Martin Miller, Consultant  
Miller Consulting Group, Inc.

2. “How the School Safety Act Will Impact Your District” Broward  
Leonard J. Dietzen,  
Rumberger, Kirk & Caldwell, P.A.

3. Discussing Your District Budget at The Bargaining Table Lake  
Michael Degutis, Chief Financial Officer  
St. Johns County School District  
[BSA Analysis2](#) – [District Finances](#)

4. Employee Compensation During Emergencies Osceola  
Michael Spellman,  
Sniffen & Spellman, P.A.  
[Spellman PowerPoint Presentation](#)

10:45 – 11:00 a.m.	Break	
11:00 – 12:00 p.m.	Concurrent Session 2 (Select One)	
	1. Basic Bargaining Part II – <b>(B)</b> Nuts & Bolts Martin Miller, Consultant Miller Consulting Group, Inc.	Palm Beach
	2. #Me Too: Protect Your Employees & Your District Leonard J. Dietzen, Rumberger, Kirk & Caldwell, P.A. <a href="#">Dietzen PowerPoint</a>	Broward
	3. Arbitration: Hypothetical Cases Nathan Paulich Thompson, Sizemore, Gonzalez & Hearing, P.A. <a href="#">Paulich PowerPoint</a>	Lake
	4. Employer’s Discrimination Defense Strategies Michael Spellman, Sniffen & Spellman, P.A.	Osceola
12:00 – 1:15 p.m.	Conference Luncheon (Buffet)	Orange Room
1:30 – 2:30 p.m.	Concurrent Session 3 (Select One)	
	1. Best & Brightest Eligibility & Related Issues Doug Griffin, Asst. General Counsel Broward County School Board	Palm Beach
	2. Voter Approved Ad Valorem Levies for School Operational Needs Mike Dyer, General Counsel	Broward

Volusia County School District  
[Dyer Presentation](#)

3. Staffing During Hurricanes & Other Emergencies      Lake  
Nathan Paulich  
Thompson, Sizemore, Gonzalez & Hearing, P.A.  
[Paulich PowerPoint](#)

4. Sponsors' Roundtable: Q & A      Osceola  
Representatives of FEN Conference Sponsors

2:30 – 2:45 p.m.      Break      Gold Coast Foyer

2:45 – 3:45 p.m.      Concurrent Session 4 (Select One)

1. Negotiating the Full Book      Palm Beach  
Doug Griffin, Asst. General Counsel  
Broward County School Board
2. Employee Misconduct Investigations & Weingarten Rights: Overview for Florida School Districts      Broward  
Mike Dyer, General Counsel  
Volusia County School District  
[Dyer Presentation](#)
3. Demystifying Healthcare & Its Rising Costs      Lake  
Kiera Hanselman & Barb Brown  
FBMC, Benefits Management  
[Hanselman & Brown Handouts](#)
4. Risk Management for the Bargaining Team      Osceola  
Beth Curran  
Orange County School District

3:45 – 5:00 p.m.      **General Session 6**      Lake/Osceola

Roundtable Discussion  
Doug Griffin, Asst. General Counsel  
Broward County School Board

**Thursday, May 17, 2018**

7:30 – 8:30 a.m.	Continental Breakfast	Gold Coast Foyer
8:30 – 11:30 a.m.	<b>General Session 7</b>  The 2018 Florida Legislature: A Final Report Ruth Melton, Director of Advocacy Services, Florida School Boards Association And Members of the Florida Education Legislative Liaisons <a href="#">Legislative Update</a>	Gold Coast Room
10:00 - 10:15 a.m.	Break	Gold Coast Room
10:15 - 11:30 a.m.	General Session 7 continued	
11:30 – 11:45 a.m.	Closing Comments Betsy Kuhn, F.E.N. President Pasco County Public Schools	

**Always FENtastic!**

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