

FLORIDA EDUCATIONAL NEGOTIATORS

39th Annual Spring Training Program

Always FENtastic!

Embassy Suites by Hilton Orlando –Lake Buena Vista South
4955 Kyngs Heath Road
Kissimmee, Florida 34746
May 7 - 9, 2019

Tuesday, May 7, 2019

12:00 p.m. – 4:00 p.m.	Conference Registration	West Registration Desk
2:00 – 2:15 p.m.	Welcome	Palms, E, F & G
	Speakers: John Boyd, F.E.N. President Osceola County Public Schools	
	Dr. Debra Pace, Superintendent Osceola County Public Schools	
2:15 – 3:30 p.m.	General Session 1	Palms, E, F & G
	How to Transform a Toxic Bargaining Atmosphere Leonard J. Dietzen Rumberger, Kirk & Caldwell, P.A.	
3:30 – 3:45 p.m.	Annual Business Meeting	Palms, E, F & G
	Election of 2019-2020 Officers John Boyd, F.E.N. President	
3:45 – 5:00 p.m.	General Session 2	Palms, E, F & G
	Jamie Rosenberg, CEO ClassWallet	
6:00 – 8:00 p.m.	Board of Directors Meeting	Discovery Boardroom

Enjoy an Evening on Your Own:

Network with Fellow FEN Members

Wednesday, May 8, 2019

7:30 – 1:00 p.m. Conference Registration West Registration Desk

7:45 – 9:00 a.m. Continental Breakfast Palms Foyer

8:30 – 9:30 a.m. **General Session 3** Palms, E, F & G

School Safety Options & Best Practices
Betsy Kuhn, Asst. Supt. Pasco County
Heather Martin, Dep. Supt. Hernando County
& Mark West, Gen. Manager of Employee
Relations, Hillsborough County

9:30 – 9:45 a.m. Break

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

1. Legal Requirements & Practical (B) Palms E
Aspects of Collective Bargaining – **2 Hr. Block**
Martin Miller
Miller Consulting Group, Inc.
2. Employee Drug Testing: Security Palms F
Issues & Federal Courts
Leonard J. Dietzen
Rumberger, Kirk & Caldwell
3. Violence on School Campuses & Classrooms: Palms G
Protecting Staff & Bargaining Unit Members
Terry Harmon
Sniffen & Spellman
4. Executive Sessions on Collective Bargaining: Cypress 1
FEN President, John Boyd, Osceola County,
Moderator, Tim Weisheyer, School Board Member
Osceola County & President-Elect of the
Florida School Boards Association &
Bill Graham, Executive Director of FEN

11:00 – 12:00 p.m.

Concurrent Session 2 (Select One)

1. Legal Requirements & Practical Aspects of Collective Bargaining **(B)** Palms E
2nd Hour of 2 Hour Block
Martin Miller, Miller Consulting Group, Inc.
2. Hurricanes, Then & Now: Staffing, Documentation & Check List Before Re-opening Palms F
Betsy Kuhn, Asst. Superintendent, Pasco County
Marie Whelan, Chief Human Resources Officer, Hillsborough County & George Kelly, Director, Personnel Dept. Hardee County
3. Recent Federal Laws, Administrative Rules & Regulations Palms G
Terry Harmon
Sniffen & Spellman
4. PERC Certification Petitions, Name Change(s) & Related Issues Cypress 1
Gregg Morton, Deputy General Counsel

12:00 – 1:15 p.m.

Lunch on Your Own

1:15 – 2:15 p.m.

Concurrent Session 3 (Select One)

1. Impasse! Preparation for & Persuading the Special Magistrate Palms E
Tom Young, Arbitrator & Special Magistrate
2. Sexual Harassment & Investigations in The #MeToo Movement Palms F
Nate Paulich, Partner
Thompson, Sizemore, Gonzalez & Hearing, P.A.
3. History & Examples of Annual Contract Renewal Language for Unit Members Palms G
Doug Griffin, Assistant General Counsel
School Board of Broward County
4. Analysis of Selected Complaints Filed with The PERC Cypress 1
Gregg Morton, Deputy General Counsel

2:15 – 2:30 p.m. Break Gold Coast Foyer

2:30 – 3:30 p.m. **Concurrent Session 4** (Select One)

1. Effective Arbitration Advocacy: Palms E
Preparing to Win
Tom Young, Arbitrator & Special Magistrate
2. Changes in the Nature of Employment Palms F
Contracts & Probationary Employment
Nate Paulich, Partner
Thompson, Sizemore, Gonzalez & Hearing, P.A.
3. TBD Palms G
Doug Griffin, Assistant General Counsel
School Board of Broward County
4. “A Work in Progress” Cypress 1

3:45 – 4:45 p.m. **General Session 4** Palms, E, F & G

Overtime Pay: Federal Wage & Hour Laws &
Your Collective Bargaining Agreements
Linda Edwards
Rumberger, Kirk & Caldwell

5:30 – 7:00 p.m. Reception Key West Terrace

Thursday, May 9, 2019

8:00 – 9:30 a.m. Conference Registration West Registration Desk

8:00 – 9:00 a.m. Continental Breakfast Palms Foyer

8:15 – 9:15 a.m. **General Session 5** Palms E, F & G

Hugh Bishop
BENCOR

9:15 – 10:15 a.m.	General Session 6	Palms E, F & G
	Independent Benefits Council: Retiree Health Plans, The Model Plan David Ford	
10:15 – 10:30 a.m.	Break	Palms Foyer
10:30 – 11:45 p.m.	General Session 7	Palms, E, F & G
	Wellness Programs, Clinics & Health Plan Re-design Kevin Shibley, Asst. Supt. Pasco County LeighAnn Blackmore, Orange County & Chuck Breiner, Charlotte County	
11:45 – 1:00 p.m.	Conference Luncheon (Buffet)	Room
1:00 - 2:30 p.m.	General Session 8	Palms E, F & G
	The 2019 Florida Legislature: An Interim Report Ruth Melton, Director of Advocacy Services, Florida School Boards Association And Members of the Florida Education Legislative Liaisons	
2:30 – 2:45 p.m.	Break	Palms Foyer
2:45 – 3:15	General Session 8 Continued	
3:15 – 3:30 p.m.	Closing Comments Cathy Weber, F.E.N. President St. Johns County Public Schools	

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