

# 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.	<b>General Session 1</b>	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.	<b>Annual Business Meeting</b>	Palms, E, F & G
	Election of 2019-2020 Officers John Boyd, F.E.N. President	
3:45 – 5:00 p.m.	<b>General Session 2</b>	Palms, E, F & G
	Why Investing in Teacher Trust Matters 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  
**2<sup>nd</sup> 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. Hot Topics in Employment Law: Recent Employment Cases & Agency Decisions Impacting School Boards & Employees Palms G  
Terry Harmon  
Sniffen & Spellman
4. PERC Certification Petitions, Name Change(s) & Related Issues Cypress 1  
Gregg Morton, Deputy General Counsel & Lyyli Van Whittle, PERC Hearing Officer

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. “To Renew OR Not to Renew” – That Is the Question Palms G  
Doug Griffin, Assistant General Counsel  
School Board of Broward County

4. Analysis of Selected Complaints Filed with Cypress 1  
The PERC  
Gregg Morton, Deputy General Counsel &  
Lyyli Van Whittle, PERC Hearing Officer

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. Best & Brightest: Variations of District Palms G  
Implementation, State Reactions & “What is Just Over  
the Horizon”  
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.	<b>General Session 6</b>	Palms E, F & G
	Achieving Employer Good Will! Retiree Health Plans, The Model Plan & A Comfortable Retirement Life Style David Ford, Independent Benefits Council	
10:15 – 10:30 a.m.	Break	Palms Foyer
10:30 – 11:45 p.m.	<b>General Session 7</b>	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.	<b>General Session 8</b>	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	<b>General Session 8 Continued</b>	
3:15 – 3:30 p.m.	Closing Comments Cathy Weber, F.E.N. President St. Johns County Public Schools	

## **39<sup>th</sup> Annual FEN Conference**

### **NOTES**