

# 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 <a href="#">PowerPoint Presentation</a> 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.  | <b>General Session 3</b>  | Palms, E, F & G        |
|                   | School Safety Options & Best Practices<br>Betsy Kuhn, Asst. Supt. Pasco County<br>Heather Martin, Dep. Supt. Hernando County<br>& Mark West, Gen. Manager of Employee<br>Relations, Hillsborough County   |                        |
| 9:30 - 9:45 a.m.  | Break   |                        |
| 9:45 – 10:45 a.m. | <b>Concurrent Session 1</b> (Select One)  |                        |
|                   | 1. Legal Requirements & Practical Aspects of Collective Bargaining – <b>2 Hr. Block</b><br>Martin Miller<br>Miller Consulting Group, Inc.   | (B) Palms E            |
|                   | 2. Drug Testing Applicants- Proceed With Caution<br>Leonard J. Dietzen <a href="#">PowerPoint Presentation</a><br>Rumberger, Kirk & Caldwell  | Palms F                |
|                   | 3. Violence on School Campuses & Classrooms: Protecting Staff & Bargaining Unit Members<br>Terry Harmon, Sniffen & Spellman   | Palms G                |
|                   | 4. Executive Sessions on Collective Bargaining: Cypress 1<br>FEN President, John Boyd, Osceola County,<br>Moderator, Tim Weisheyer, School Board Member<br>Osceola County & President-Elect of the Florida<br>School Boards Association &<br>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 [Presentation handouts](#),  
[Shelter Sign-In](#), [Shelter Mngr. Memo](#),  
[Closure of Facility Duty](#),  
[Natural Disaster Shelter Overtime](#),  
[FEMA Request for Assistance](#)
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, Shareholder  
GrayRobinson, P.A.
3. “To Renew OR Not to Renew” – That Is the Question Palms G  
[PowerPoint Presentation](#)  
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, Shareholder [PowerPoint Presentation](#)  
GrayRobinson, P.A.
3. Best & Brightest: Variations of District Palms G  
Implementation, State Reactions & “What  
is Just Over the Horizon” [PowerPoint Presentation](#)  
Doug Griffin, Assistant General Counsel  
School Board of Broward County
4. Raising Teacher Morale Cypress 1  
Judge “Rick” Roach  
Sandford Harmony & Inspire  
Nova Southeastern University

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.	<b>General Session 5</b>	Palms E, F & G
	F.I.C.A. Alternative & Special Pay Plans: Understanding Specialty Retirement Plans that School Districts Use for Employees & Employers Kurt Miller, Managing Director, 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 <a href="#">PowerPoint</a> David Ford, Independent Benefits Council & Richard Allen, Divisional Vice President, AXA Advisors, LLC	
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 <a href="#">PowerPoint</a> LeighAnn Blackmore, Director Labor Relations, Orange County & Chuck Breiner, Asst. Supt. HR, 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 <a href="#">FSBA 2019 Legislative Session Summary</a>	
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	