

# 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 <a href="#">Annual Business Meeting Agenda</a> <a href="#">F.E.N. 2019 Ballot</a>	
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.  
[FSBAIMPA Barg Word Handout 447](#),  
[2018 Addendum to 447 Barg Handout](#),  
[2018 Revised Financial Emerg Req.](#),  
[2018 Specialized Bonuses](#)
2. Drug Testing Applicants- Palms F  
Proceed With Caution  
Leonard J. Dietzen [PowerPoint Presentation](#)  
Rumberger, Kirk & Caldwell
3. Violence on School Campuses & Classrooms: Palms G  
Protecting Staff & Bargaining Unit Members  
Terry Harmon, Sniffen & Spellman [PowerPoint](#)

4. Executive Sessions on Collective Bargaining: Cypress 1  
FEN President, John Boyd, Osceola County,  
[PowerPoint Presentation](#)  
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 (B) Palms E  
Aspects of Collective Bargaining  
**2<sup>nd</sup> Hour of 2 Hour Block**  
Martin Miller, Miller Consulting Group, Inc.  
**See Concurrent Session 1 (1.) above.**
2. Hurricanes, Then & Now: Staffing, Palms F  
Documentation & Check List Before Re-opening  
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 Palms G  
Employment Cases & Agency Decisions  
Impacting School Boards & Employees  
Terry Harmon, Sniffen & Spellman [PowerPoint](#)
4. PERC Certification Petitions, Name Cypress 1  
Change(s) & Related Issues [Presentation](#)  
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 Palms E  
the Special Magistrate [Presentation](#)  
Tom Young, Arbitrator & Special Magistrate

2. Sexual Harassment & Investigations in Palms F  
The #MeToo Movement  
Nate Paulich, Shareholder [PowerPoint Presentation](#)  
GrayRobinson, P.A.
3. “To Renew OR Not to Renew” – Palms G  
That Is the Question [PowerPoint Presentation](#)  
Doug Griffin, Assistant General Counsel  
School Board of Broward County
4. Analysis of Selected Complaints Filed with Cypress 1  
The PERC [Presentation](#)  
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 [Presentation](#)  
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 [Presentation](#)  
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 [PowerPoint Presentation](#)  
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

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. **General Session 6** Palms E, F & G

Achieving Employer Good Will!  
Retiree Health Plans, The Model Plan &  
A Comfortable Retirement Life Style [PowerPoint](#)  
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. **General Session 7** Palms, E, F & G

Wellness Programs, Clinics & Health Plan Re-design  
Kevin Shibley, Asst. Supt. Pasco County [PowerPoint](#)  
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. **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  
[FSBA 2019 Legislative Session Summary](#)

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