



**Pepple & Waggoner**

ATTORNEYS AT LAW

**SCHOOL NEGOTIATIONS WORKSHOP**

DoubleTree by Hilton Cleveland - Independence  
Independence, Ohio

Thursday, January 31, 2019

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5:30 - 6:00 p.m.

**REGISTRATION/DINNER**

6:00 - 6:10 p.m.

**WELCOME**

6:10 - 6:40 p.m.

**HOT BARGAINING TOPICS IN 2019**

Kevin J. Locke, Esq.

- Impact of H.B. 216 on Teacher Evaluations
- Continuing Contract Eligibility for Classified Employees
- Reducing Employee Absenteeism

6:40 - 7:10 p.m.

**HOW TO PROPERLY PREPARE FOR NEGOTIATIONS**

William C. Pepple, Esq.

- Choosing the Right Theme for Negotiations
- Identifying Negotiations Issues
- Involvement of the Board/Administration in the Preparation Process

7:10 - 7:40 p.m.

**LIFE AFTER JANUS**

Christian M. Williams, Esq.

- Bargaining Impact without Fair Share Fee
- Dealing with the Unaffiliated Unions
- What Happens when an Employee Opts Out of Union Membership?

7:40 - 7:50 p.m.

**BREAK**

7:50 - 8:20 p.m.

**PREPARING FOR AND RESPONDING TO COMMON UNION TACTICS**

Brian J. DeSantis, Esq.

- "Crisis" Committees and Other Union Tactics
- Misrepresentations by Unions
- Burdensome Public Records Requests
- Technology and Social Media Responses

8:20 - 8:50 p.m.

**ULTIMATE IMPASSE – WHEN CAN THE BOARD IMPLEMENT ITS LAST OFFER?**

Donna M. Andrew, Esq.

- SERB Procedures for Implementation
- Legal Issues Related to Implementation
- When is Implementation Appropriate?

8:50 - 9:20 p.m.

**NEGOTIATING AFTER IMPASSE HAS BEEN DECLARED AND NEGOTIATIONS SETTLEMENT PROCEDURES**

Daniel L. Lautar, Esq.

- Types of Impasse Procedures
- Settlement Procedures
- Responding to the Threat of Strike