



**Pepple & Waggoner**

ATTORNEYS AT LAW

**SCHOOL NEGOTIATIONS WORKSHOP**

Embassy Suites Columbus - Dublin

Dublin, Ohio

Thursday, January 19, 2023

5:30 - 6:00 p.m.

**REGISTRATION/DINNER**

6:00 - 6:10 p.m.

**WELCOME & INTRODUCTION**

6:10 - 6:40 p.m.

**SETTING THE BARGAINING TABLE:  
PREPARATIONS FOR NEGOTIATIONS**

Donna M. Andrew, Esq.

- Involving the Administrative Team and Board in Preparations
- Reviewing Data and Finances
- Understanding “Needs” v. “Wants”

6:40 - 7:10 p.m.

**AVOIDABLE MISTAKES: COMMON  
ERRORS BY EXPERIENCED NEGOTIATORS**

Christian M. Williams, Esq.

- Believing Personalities will Trump Process
- Letting the Union Dictate the Board’s Proposals
- Believing that a Quick Settlement Equals a Successful Settlement

7:10 - 7:40 p.m.

**LEARNING LOSS, EDUCATIONAL  
FLEXIBILITY AND CONTRACT LANGUAGE**

Brian J. DeSantis, Esq.

- Supplemental Contracts and Longer School Days
- Data, Data, Data
- Contract Language that Stymies Educational Goals

7:40 - 7:50 p.m.

**BREAK**

7:50 - 8:20 p.m.

**CONTRACT LANGUAGE TO KEEP AND  
ATTRACT NEW EMPLOYEES**

Daniel L. Lautar, Esq.

- Paid Time Off
- Flexible Schedules v. Traditional School Days/  
School Years
- Student Loans Payoffs, Annuities, and Other  
Non-Traditional Perks

8:20 - 8:50 p.m.

**CLOSING THE DEAL: TECHNIQUES FOR A  
SUCCESSFUL SETTLEMENT**

Kevin J. Locke, Esq.

- Effective Sidebar Techniques
- Timely Packaging of Counterproposals
- Knowing if and when to Declare Impasse

8:50 - 9:20 p.m.

**STRIKE PREPARATION AND  
COMMON UNION TACTICS**

Milko Cecez, Esq.

- “Crisis” Committee and Other Union Tactics
- Burdensome Public Records Requests
- Technology and Social Media Responses