

# PERSONNEL AND BARGAINING ISSUES FORUM



Date: Wednesday, February 22, 2012

Time: 8:30 a.m. - 4:15 p.m. (45 minutes for lunch)

Presenters: Dr. Max Schmidt, Executive Director, Florida School Labor Relations Service (FSLRS), Tallahassee, Florida  
Martin E. Miller, President, Miller Consulting Group, Orange Park, Florida

Registration Fee: \$175.00

CBM Program: 7 points/MANDATORY curriculum component for Personnel and Bargaining Issues (required for board members elected 2004 and thereafter)

OR

7 points in HuR (Human Resources/Employee Relations/Employee Benefits/Risk Management)

OR

4 points in HuR (Human Resources/Employee Relations/Employee Benefits/Risk Management) AND 3 points in Law (School Law) OR 3 points in Leg (Legislative and Administrative Processes)

This workshop will offer both new and veteran school board members a knowledge base of the role they play in employee bargaining in Florida. The constant and increased demands on public education as well as the demand for public education reform require labor contract negotiations to be more creative than ever before. The bargaining process can either hinder or support these efforts. The following topics will be presented: *historical perspective and legal requirements; the roles of the school board and superintendent; employer and employee rights; executive sessions; mediation, impasse, legislative hearings, and contract ratification; unfair labor practices; standards of conduct; and, financial urgency.*

Highly effective personnel is one of the most critical factors in determining a student's success in school. While the school board does not play a direct role in most personnel decisions, it does provide the policy parameters for recruitment, selection, retention, compensation, evaluation, and contract renewal or termination. Some of the topics covered in this segment of the workshop include: *statutory provisions governing the duties and responsibilities of the school board and superintendent; delineation between governance/strategic and management/operational roles; staffing patterns and allocations; hiring and reappointing personnel; job qualifications; types of contracts; the appointment process and rejection for "just cause"; progressive discipline; and, due process.*