

2023 MICHIGAN NEGOTIATORS ASSOCIATION LABOR RELATIONS ACADEMY

February 1–3, 2023

Crowne Plaza Hotel • 925 South Creyts Road • Lansing, Michigan 48917

An intense, comprehensive, all-encompassing
labor relations workshop for all central office administrators,
principals, supervisors and board members

REGISTRATION INFORMATION

Registration details can be found under
Upcoming Events at www.mna-mi.com.

Academy fees include course materials and
documents, certification, two breakfasts, two
lunches, break refreshments and SCECHs.

Act now, space is limited.



www.mna-mi.com
525 Highland Avenue
East Lansing, MI 48823
Ph: 517.214.8230

2023 MICHIGAN NEGOTIATORS ASSOCIATION

ABOUT THE ACADEMY

This Academy is one of a series of professional development programs sponsored by MNA to maintain a superior level of performance by education negotiators, central office administrators, principals and supervisors throughout the State of Michigan.

The curriculum of the Academy covers every aspect of school negotiations and labor relations. All topics will be documented for use as resource material for each registrant.

The Academy has scheduled over twenty hours of learning activities. Additional time has been arranged for informal interaction.

WHO SHOULD ATTEND

This Academy is primary for schools central office administrators, principals, supervisors and board members.

INSTRUCTIONAL STAFF

The instructional staff includes noted practitioners in school negotiations and specialists in school law and labor relations.

SCECH INFORMATION

With approval by the State Department, enrollees attending all sessions will be eligible for State Continuing Education Clock Hours.

IMPORTANT

It is important to attend ALL sessions to derive maximum benefit from the SIMULATED NEGOTIATION EXERCISE.

Wednesday, February 1, 2023

9:00–9:30
9:30

Registration
Welcome

Susan Tinney, Assistant Superintendent
Ingham Intermediate School District

9:30–10:30

Overview of Negotiations

Jessica Milligan, Clark Hill Law Firm
(touches on prohibited but not in depth)

- Purpose Of Collective Bargaining
- What To Expect With Collective Bargaining?
- Management's Role
- Union's Perspective
- PERA, MERC & PA112
- Mandatory, Permissive, Illegal Subjects
- Definitions

10:30–10:45

Break

10:45–11:00

Introduction to Simulated Bargaining

Coni Taylor, Associate Superintendent
Traverse City Area Public Schools

11:00–12:00

Framing the Financials

Matthew Lewis, Assistant Superintendent for
Finance and Administrative Services
Wyoming Public Schools

- Understanding Audits/Budgets
- Costing Proposals- District and Union
- External Factors

12:00–1:00

Lunch

1:00–2:45

Analyzing Contract Language/Sample Language

Kelly Powers, Assistant Superintendent of
Human Services

Muskegon Area Intermediate School District

- Analyzing Your Contract
- Essential Management Language
- Analyzing Union Proposals
- Unintended Cost of Your Contract
- Non-Teacher Contracts
- Contract Proposals

2:45–3:00

Break

3:00–5:00

**Introduction to Bargaining Simulation and
Team Preparation**

Coni Taylor, Associate Superintendent
Traverse City Area Public Schools

5:00

Dinner on your own



LABOR RELATIONS ACADEMY

2023 MICHIGAN NEGOTIATORS ASSOCIATION

Thursday, February 2, 2023

- 8:30–10:00 Contract/Law Interface**
Raymond Davis, Thrun Law Firm
- PA 152 and PA112
 - FOIA
 - Bullard/Plawicki
 - ADA
 - FMLA
 - School Safety/Fingerprinting
 - Tenure Act
- 10:00–10:15 Break**
- 10:15–11:30 Methods of Bargaining with a Focus on Interest Based Bargaining**
Kelly Bohl, Assistant Superintendent
Wayne RESA
- 11:30–1:30 Guided Bargaining Team Planning**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools
- Assumptions Answered
 - Lunch and Individual Bargaining Team Planning
- 1:30–3:30 Critical Points in Bargaining**
Robert Schindler, Miller Johnson
- The Project Timeline
 - Strategic Considerations - Recent Trends
 - Impasse
- 3:30–3:45 Break**
- 3:45–6:00 Team Dinner and Prep - On Your Own**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools
- 6:00–9:00 Simulated Bargaining**
MNA Board
- 9:00 Simulated Bargaining Wrap-up and Hospitality**
MNA Board

Friday, February 3, 2023

- 8:30–9:00 Follow-up on Simulation**
- 9:00–9:30 Communications**
Chris Davis, Director of Administrative Services, Bay Area Transportation Authority
- Before, During, After Bargaining
 - Who, What, When, How
 - Crisis Communications
 - Proactive Vs Reactive
 - Examples
- 9:30–10:30 Administration of the Contract**
Justin Gluesing, Superintendent
Alpena-Montmorency-Alcona ESD
- Contract Implementation
 - Communicating The Agreement
 - Handling Ambiguities
 - Board Policy
 - Living Document
 - Past Practice
 - Grievances Setting Precedent
 - Memorandums Of Understanding
- 10:30–10:45 Break**
- 10:45–11:45 Grievance Handling and Arbitration**
Rebecca Pek, Assistant Superintendent
Northville Public Schools
Rob Renes, Assistant Superintendent
Reeths-Puffer Schools
- 11:45–12:15 Program Reflection/Evaluation**
MNA Board

2022–2023 EXECUTIVE BOARD

- President Susan Tinney**
Ingham ISD
- Vice-President Rebecca Pek**
Northville Public Schools
- Secretary Justin Gluesing**
Alpena-Montmorency-Alcona ESD
- Past-President David Rodgers**
Kent ISD
- Trustee Kelly Bohl**
Wayne RESA
- Trustee Kelly Powers**
Muskegon Area ISD
- Trustee Rob Renes**
Reeths-Puffer Schools
- Trustee Coni Taylor**
Traverse City Area Public Schools
- Trustee Chris Davis**
Appointed
- Executive Director Janille Lietz**

A \$25 processing fee will be assessed on cancellations. Cancellations will not be accepted after January 24, 2023.

