FRIDAY, FEBRUARY 10

12–5 P.M.
FIR BALLROOM FOYER
REGISTRATION

1–4 P.M.
PRECONFERENCE WORKSHOPS
HEMLOCK
BASIC AND ADVANCED
BARGAINING

Experienced bargainers will share their insights into the collective bargaining process, provide context and secrets, and lead the group through a simulated bargaining session.

PRESENTERS
SHERYL MOORE, Assistant Superintendent, Human Resources, Renton SD
LORRAINE WILSON, Attorney at Law, Porter Foster Rorick, LLP

CEDAR
INTEREST-BASED BARGAINING

Interest-Based Bargaining (IBB) offers a collaborative problem-solving approach to collective bargaining. IBB is grounded in the belief that if parties identify and address the interests underlying the issues, they will reach durable agreements and maintain positive working relationships. This interactive program will illustrate the IBB processes and skills and will augment any negotiator’s toolbox.

PRESENTER
JAMIE SIEGEL, Adjudicator/Mediator, Public Employment Relations Commission (PERC)

CLOCK-HOUR FORMS ARE AVAILABLE AT THE REGISTRATION DESK
4:15–5 P.M.
FIR BALLROOM
OPENING GENERAL SESSION
In our opening general session, presenters will review the top issues for certificated and classified bargaining.

PRESENTERS
MIKE BROPHY, ED.D., Superintendent, West Valley SD-Yakima; President, ERNN
MIKE PARKER, Superintendent, Hoquiam SD
VICKI TRAINOR, Executive Director Human Resources, Eastmont SD

5–6 P.M.
FIR BALLROOM FOYER
RECEPTION
Join us for networking and refreshments.
Sponsored by

6–8 P.M.
FIR BALLROOM
DINNER AND GENERAL SESSION
Our panel will highlight the similarities and differences of bargaining in small and large districts.

PRESENTERS
SHERYL MOORE, Assistant Superintendent, Human Resources, Renton SD
JEFF DAVIS, Superintendent, Onalaska SD
SATURDAY, FEBRUARY 11

7:30–8 A.M.
FIR BALLROOM
BREAKFAST

8 A.M.–2 P.M.
FIR BALLROOM FOYER
REGISTRATION

8–8:30 A.M.
GENERAL SESSION
FIR BALLROOM
2016 IN REVIEW & LOOKING AHEAD TO 2017

Having access to current information about like-size or neighboring districts is crucial to setting your parameters for a bargain. This session will be a brief review of negotiations last year based on the information provided by ERNN member districts. To prepare for the 2017 bargaining season, this session will also consider one of ERNN’s primary objectives—to provide a method for districts to share information about bargaining in a way that is timely and accurate.

PRESENTER

WARREN HOPKINS, ED.D., Executive Director, ERNN

8:40–9:40 A.M.
CONCURRENT SESSION I
CEDAR
VOICES FROM THE FIELD:
SNOQUALMIE VALLEY SD—MOVING TO INTEREST-BASED BARGAINING

Four years ago, Snoqualmie Valley School District went through a very difficult, traditional bargain with their teachers’ union. At one point, the TV cameras were lined up in front of the district office in anticipation of an announcement that there was going to be a strike. After reaching a settlement, the district decided they needed to do something very different or risk the same antagonistic form of bargaining next time. Learn about their journey last year to change the attitudes, learn the process, and successfully negotiate a new contract using Interest-Based Bargaining. It is a story of success in building trust and positive relationships.

PRESENTER

JEFF HOGAN, Assistant Superintendent, Snoqualmie Valley SD
HEMLOCK
PREPPING FOR CERTIFICATED BARGAINING
A successful bargain begins with hard work and preparation before the first bargaining session takes place. This presentation will focus on pre-planning, selection of team members, collecting and presenting issues and interests, collecting financial data, joint preparation, and meeting structure. Join us for the opportunity to learn from each other.

PRESENTER
MIKE JOHNSON, Executive Director of Human Resources, Arlington SD

PINE
PREPPING FOR CLASSIFIED BARGAINING
This session will benefit both the novice and experienced negotiator. The presenter will provide practical tips he’s learned over the years on how to prepare for a bargain, what resources are needed prior to bargaining, how to select team members, and some common methods used to gain a settlement.

PRESENTER
MIKE PARKER, Superintendent, Hoquiam SD

9:50–10:50 A.M.
CONCURRENT SESSION II
CEDAR
BARGAINING IN THE MIDST (OR MIST) OF MCCLEARY
The potential landscape of educational funding is shifting and moving at a rapid pace as 2018 looms, with the Legislature cobbling together plans for the elusive goal of McCleary compliance. This presentation will discuss bargaining in the fog of what we do not know and what is likely to come.

PRESENTER
CHARLES W. LIND, Attorney, Patterson Buchanan Fobes & Leitch INC. P.S.

HEMLOCK
MAINTAINING RELATIONSHIPS AFTER THE BARGAIN
This session will cover developing open, honest communication prior to bargaining, and maintaining relationships during and after the bargain.

PRESENTER
RANDY SOUERS, Human Resources Director, West Valley SD-Yakima
In 2014, Thorp School District began bargaining a new contract with their teachers. After months of bargaining, and an increasingly hostile tone at the table from the union, the parties turned to mediation through PERC. After more than 16 months of mediation, they finally settled a 3-year (2014–17) agreement in the spring of 2016. Hear the story of this marathon mediation and the struggles and difficulties it created for the district, what steps they took to make progress at the table, and what they face one year later going back to the table to bargain another new contract.

**PRESENTER**
LINDA MARTIN, ED.D., Superintendent, Thorp SD

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**To facilitate discussion and regional work, please sit with your ESD/Region during the following general sessions, 11 a.m.–1 p.m. Signage will be posted on tables.**

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11–11:45 A.M.  
**GENERAL SESSION**  
FIR BALLROOM  
**LEAD WELL AND COMMUNICATE NOW FOR SUCCESSFUL NEGOTIATIONS**

Strong leadership and effective communications—both at the table and with your broader audiences—are critical to successful negotiations. J.Marie has advised dozens of school districts facing contentious negotiations, impasse, and strikes over the last fifteen years. Join this session to hear from a seasoned veteran about trends in bargaining communications, get your questions answered, and learn what you can do now to prepare for negotiations this spring and summer.

**PRESENTER**
J.MARIE RICHE, Founder and Principal, Ideal Communications

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11:45 A.M.–12:30 P.M.  
**FIR BALLROOM**  
**LUNCH AND Q&A**

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12:30–1 P.M.  
**FIR BALLROOM**  
**DISTRICT TEAM PLANNING/REGIONAL DISCUSSION**

Discussion will be facilitated by ERNN Board members. Bring negotiation issues and successful strategies to share with your peers.
One of the major challenges faced in bargaining the teacher contract is the area of how Teacher Principal Evaluation Program is implemented district to district. The trend has been toward not addressing this directly in the body of the Collective Bargaining Agreement, instead choosing to go outside the CBA temporarily by writing a memorandum of understanding. This interactive session will address areas for consideration for bargaining inside or outside the contract around TPEP.

**PRESENTER**

MIKE BROPHY, ED.D., Superintendent, West Valley SD-Yakima

**HEMLOCK**

**MINIMUM WAGE LAWS**

Passage of I-433 will substantially increase the Washington State minimum wage over the next several years, with direct and indirect consequences for classified collective bargaining. Explore the likely issues, with insights gained from bargaining in a school district impacted by a local minimum-wage ordinance.

**PRESENTER**

LORRAINE WILSON, Attorney at Law, Porter Foster Rorick, LLP

**PINE**

**VOICES FROM THE FIELD: PASCO SD—ONE YEAR LATER, LESSONS LEARNED**

Everyone knows of the strike that took place in Pasco School District leading into the 2015–16 school year. Learn the story of what happened one year later during the bargained re-openers, and the effect this district’s experience had on other districts in the local area and around Eastern Washington. Hear about the lessons learned and the things to avoid going into bargaining, and even more, learn about the long-term effects of the strike on current labor relations within the district.

**PRESENTER**

SARAH THORNTON, Assistant Superintendent, Legal Affairs, Pasco SD

**2:20–3:30 P.M.**

**GENERAL SESSION**

**FIR BALLROOM**

**LEGISLATIVE UPDATES**

Hear an informative overview and update of what’s happening in Washington State and pending legislation on its way so you can be better prepared during bargaining.

**PRESENTER**

DAN STEELE, Assistant Executive Director, Government Relations, WASA

**CLOSING SUMMARY**

MIKE BROPHY, ED.D., Superintendent, West Valley SD-Yakima
ESD 101
Marcus Morgan
Reardan-Edwall
Dr. Gene Sementi
West Valley-Spokane
Ralph Thayer
Mead

ESD 105
John Cerna
Toppenish
Dr. Mike Brophy
West Valley-Yakima

ESD 112
Kathleen Otto
Vancouver
James Sutton
Kalama

ESD 113
John Hannah
Morton
Mike Parker
Hoquiam
Jeff Davis
Onalaska

ESD 114
Patty Page
North Kitsap

ESD 121
Sheryl Moore
Renton
Todd Mitchell
Bethel
Lorraine Wilson
Consultant

ESD 123
Sarah Thornton
Pasco
Dr. Ray Tolcacher
Prosser

ESD 171
Dr. Michelle Price
Moses Lake
Vicki Trainor
Eastmont

ESD 189
Mike Johnson
Arlington
Dave Anderson
Mount Vernon

WASA
John Dekker
WASA

AT LARGE
Dr. Pauline Cline
Consultant

WSPA
Curtis Leonard
Executive Director
# 2017 ERNN Conference

## Conference At-A-Glance

### Friday, February 10

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<td>12–5 p.m.</td>
<td>Registration</td>
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<td>Preconference: Basic and Advanced Bargaining</td>
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<td>District Team Planning/Regional Discussion</td>
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<td>1:10–2:10 p.m.</td>
<td>Concurrent Session III</td>
<td>Cedar, Hemlock, Pine</td>
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<td>2:20–3:30 p.m.</td>
<td>Closing Session: Legislative Updates</td>
<td>Fir Ballroom</td>
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