

**FLORIDA
EDUCATIONAL
NEGOTIATORS**



Powered by YOU, Always FEN-tastic

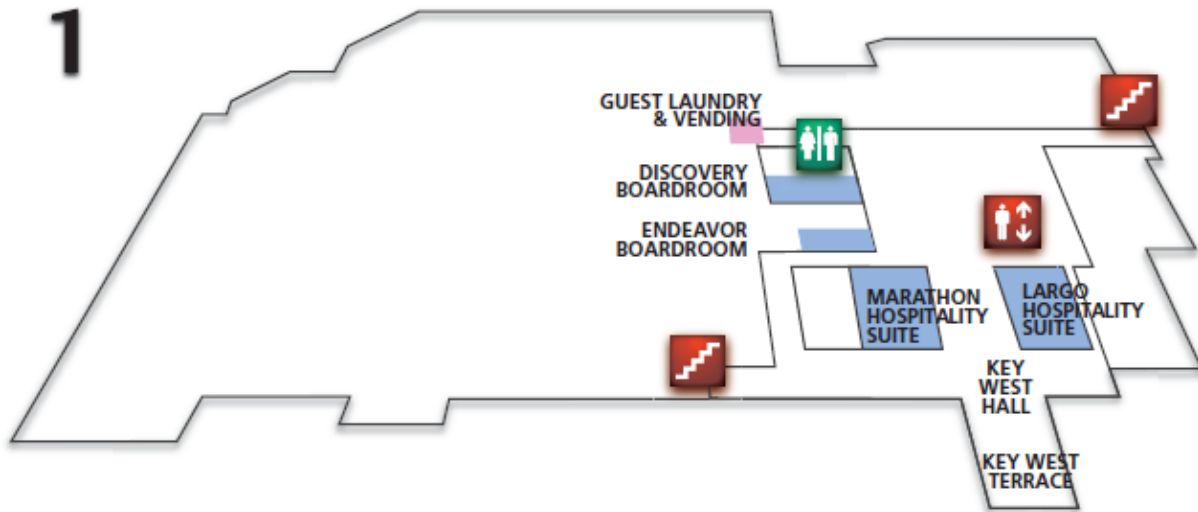


43rd ANNUAL
SPRING CONFERENCE
MAY 3 - 5, 2023



Embassy Suites by Hilton Orlando
Lake Buena Vista South

Embassy Suites Orlando - Lake Buena Vista South



From your FEN Officers and Area Directors

Welcome to the 43rd Annual Florida Educational Negotiators Conference. A core function of FEN is to share information, ideas, and solutions to problems which members encounter every day in the field of labor relations and human resources.

Your officers and I could not deliver on our core mission without you. Since the start of this school year, you provided timely responses to over 30 surveys requested by your colleagues. More than 200 FEN members participated in one of the general membership meetings held around the state. You have told us there is no better professional development and learning than that which you receive from peers. FEN is proud to partner with you in delivering on that learning. It is why our recurring theme remains: *Powered by YOU, Always FEN-tastic*. Our association succeeds because of your commitment to your colleagues. Thank you.

This 43rd Annual Conference strives to recognize the many changes in your work. The roles and responsibilities you cover are growing and we truly hope that the 8 general sessions and 5 breakouts provide you with both great perspective and operational solutions. As is our custom, your active interaction with the presenters and with your colleagues networking is encouraged.

The legislative session is scheduled to end Friday, May 5th. Our conference will conclude that same day with an update on all that is known about the budget and bills.

Thank you all for supporting your professional colleagues in so many meaningful ways throughout the year. Your participation helps us all continue to achieve positive outcomes that truly benefit our students, school district employees and district operations.

Sincerely,
Your Board of Directors

President

Thomas Bolling Putnam County

President Elect

Mark West, Volusia County

Secretary

Karen Peddie, Franklin County

Past President

Kathy Scalise, Pasco County

Area I Director

Candy Bodie, Walton County

Area II Director

Dr. Debbie Williams, Calhoun County

Area III Director

Victoria Schultz, Duval County

Area IV Director

Heather Martin, Hernando County

Area V Director

Dr. Adrienne McElroy, Charlotte County

Area VI Director

Dr. Dawn Baglos, Dade County

Kevin Watson, Executive Director

SCHEDULE AT A GLANCE

Wednesday – MAY 3

6:30am - 8:30am	Hotel Breakfast	
7:30am - 5:00pm	Conference Registration	Palms Hallway
8:30am - 10:30am	General Session 1	Palms C
10:30am – 10:45am	Break	Palms Hallway
10:45am – 11:45am	General Session 2	Palms C
11:50am - 1:00pm	Lunch Buffet	
1:00pm - 2:00pm	Concurrent Sessions 1 (two options, choose one)	Palms A & D
2:00pm - 2:15pm	Break	Palms Hallway
2:15pm - 3:15pm	Concurrent Sessions 2 -	Palms A & D
3:15pm - 4:15pm	FEN Annual Business Meeting	Palms C
5:30pm - 6:15pm	Networking Reception	Oasis

Thursday – MAY 4

6:30am - 8:30am	Hotel Breakfast	
7:30am - 5:00pm	Conference Registration	Palms Hallway
8:30am - 9:30am	General Session 3	Palms C
9:30am - 9:45am	Break	Palms Hallway
9:45am -10:45am	General Session 4	Palms C
10:50am -11:50am	General Session 5	Palms C
Noon - 1:00pm	Lunch Buffet	
1:10pm - 2:10pm	Concurrent Sessions 3 (three <i>options</i> , choose one)	Palm A, D & C
2:15pm - 2:30pm	Break	Palms Hallway
2:30pm - 3:30pm	Concurrent Sessions 4 (three options, choose one)	Palm A, D & C
3:35pm - 4:30pm	General Session 6	Palms C
5:30pm - 6:15pm	Networking Reception	Oasis

Friday – MAY 5

6:30am - 8:30am	Hotel Breakfast	
8:30am - 9:30am	General Session 7	Palms C
9:35am - 11:35am	General Session 8	Palms C
11:40am - Noon	Conference Wrap-up and a Look Ahead	Palms C

EXPANDED AGENDA

WEDNESDAY, MAY 3

(HR) - Human resources focus (LR) - Labor relations focus

6:30am - 8:30am	Hotel Breakfast	
7:30am - 5:00pm	Conference Registration	East Registration
8:30am - 10:30am	<p>General Session 1:</p> <p>Opening Remarks</p> <ul style="list-style-type: none"> • Thomas Bolling, Associate Superintendent Support Services, Putnam County, FEN President <p>Color Guard, Celebration High School</p> <ul style="list-style-type: none"> • Lt. Col Jimmy Soles, Sr. Science Instructor <p>Welcome and perspectives:</p> <ul style="list-style-type: none"> • Deputy Superintendent Dr. Michael D. Armbruster, Orange County <p>Conference Overview</p> <ul style="list-style-type: none"> • Thomas Bolling, Associate Superintendent Support Services, Putnam County, FEN President <p>Keynote: EPIC with One Opportunity</p> <ul style="list-style-type: none"> • Superintendent A. Russell Hughes, Walton County 	Palms C
10:30am - 10:45am	Break	
10:45am - 11:45am	<p>General Session 2</p> <p>No Union – Now What (LR)</p> <ul style="list-style-type: none"> • David Gunter, Director of Labor Relations and Compliance for Human Resources, Chief Negotiator – Santa Rosa County • Frank Kruppenbacher, Esq., General Counsel Osceola County 	Palms C
11:50am - 1:00pm	Lunch Buffet	
1:00pm - 2:00pm	<p>Concurrent Session 1</p> <p>Bargaining 101, Part 1 (LR)</p> <ul style="list-style-type: none"> • Thomas Bolling, Associate Superintendent Support Services, Putnam County, FEN President • Mark West, Chief Human Resources Officer, Volusia County, FEN President Elect 	Palms A

1:00pm - 2:00pm	Concurrent Session 1 (cont.) Public Records 101 (HR) <ul style="list-style-type: none"> Teresa Griffin, Senior Analyst, Polk County 	Palms D
2:00pm - 2:15pm	Break	
2:15pm - 3:15pm	Concurrent Session 2 Practical Progressive Discipline (LR HR) <ul style="list-style-type: none"> Dr. Patrick Keegan, Assistant Provost & Chief Negotiator, University of Florida Dr. Adrienne McElroy, Assistant Superintendent for Human Resources and Employee Relationships, Charlotte County, FEN Area V Director Public Records 101 (HR) <ul style="list-style-type: none"> Teresa Griffin, Senior Analyst, Polk County 	Palms A Palms D
3:15pm - 4: 15pm	FEN Annual Business Meeting <ul style="list-style-type: none"> Kevin W Watson, Executive Director, Florida Educational Negotiators. 	Palms C
5:30pm - 6:15pm	Networking Reception	Oasis

THURSDAY, MAY 4		
(HR) - Human resources focus (LR) - Labor relations focus		
6:30am - 8:30am	Hotel Breakfast	
7:30am - 5:00pm	Conference Registration	East Registration
8:30am - 9:30am	General Session 3 Successful Bargaining Strategies Amidst Dwindling Education Funding (LR) <ul style="list-style-type: none"> Leonard J. Dietzen, III, Esq. Partner, Rumberger Kirk 	Palms C
9:30am - 9:45am	Break	
9:45am - 10:45am	General Session 4 CFO Roundtable. Join in a discussion of hot topics, district practices and planning with a team of district financial experts. (HR LR) <ul style="list-style-type: none"> Ron Steiger, Chief Financial Officer, Miami Dade County Tim Bargeron, Chief Financial Officer Seminole County Rhonda Odom, CPA, CFO; Assistant Superintendent of Business & Finance Putnam County Alex Rella, Chief of Finance, Alachua County 	Palms C

10:50am - 11:50am	<p>General Session 5</p> <p>Making the Case - Progressive discipline and arbitration</p> <ul style="list-style-type: none"> • Erin Jackson, Esq. Shareholder, Johnson Jackson 	Palms C
Noon - 1:00pm	Lunch Buffet	
1:10pm - 2:10pm	<p>Concurrent Session 3</p> <p>Bargaining 101, Part 2 (LR)</p> <ul style="list-style-type: none"> • Kathy Scalise, Director, Office for Employee Relations, Pasco County, FEN Past President • Dr Dawn Baglos, Chief Human Capital Officer, Miami Dade County, FEN Area VI Director <p>Win before the hearing, preparing for impasse. (LR)</p> <ul style="list-style-type: none"> • Cathy Weber, Director for Budget and Chief Negotiator, St. Johns County, FEN • Dawn Bontz, Director - Employee/ Government Relations & Personnel Services, Seminole County <p>Recruitment and retention (HR) <i>- a session delivered by education consultants and FEN friends.</i></p> <ul style="list-style-type: none"> • Justin de Leon, Partner, Education Elements • Jenna Bartkiewicz, Partner, Education Elements 	<p>Palms A</p> <p>Palms D</p> <p>Palms C</p>
2:15pm - 2:30pm	Break	
2:30pm - 3:30pm	<p>Concurrent Session 4</p> <p>Practical Progressive Discipline (LR HR)</p> <ul style="list-style-type: none"> • Dr. Patrick Keegan, Assistant Provost & Chief Negotiator, University of Florida • Karen Peddie, Director of Human Resources, Franklin County <p>Win before the hearing, preparing for impasse. (LR)</p> <ul style="list-style-type: none"> • Cathy Weber, Director for Budget and Chief Negotiator, St. Johns County • Dawn Bontz, Director - Employee/ Government Relations & Personnel Services, Seminole County 	<p>Palms A</p> <p>Palms D</p>

2:30pm - 3:30pm	<p>Concurrent Session 4 – (cont.)</p> <p>Recruitment and retention (HR) <i>-a session delivered by education consultants and FEN friends.</i></p> <ul style="list-style-type: none"> • Justin Deleon, Partner, Education Elements • Jenna Bartkiewicz, Partner, Education Elements 	Palms C
3:35pm - 4:30pm	<p>General Session 6</p> <p>Negotiators Round Table (LR) What’s happening in your district. Discussion focus will be on supplements, new MOU’s and bargaining for the 23-24 SY.</p>	Palms C
5:30pm - 6:15pm	Networking Reception	Oasis

FRIDAY, MAY 5		
6:30am - 8:30am	Hotel Breakfast	
8:30am - 9:30am	<p>General Session 7</p> <p>2023 Budget, FRS, Voucher, Millage and more – what we think we know (LR HR)</p> <ul style="list-style-type: none"> • John Boyd, Director of Government and Labor Relations/Chief Negotiator, Osceola County • Kevin Shibley, Esq., Assistant Superintendent for Administration, Pasco County • Kevin W Watson, Executive Director, Florida Educational Negotiators. 	Palms C
9:35am - 11:35am	<p>General Session 8</p> <p>2023 Session Update. A review of the bills and some bargaining implications (HR LR)</p> <ul style="list-style-type: none"> • John Boyd, Director of Government and Labor Relations/Chief Negotiator, Osceola County • Kevin Shibley, Esq., Assistant Superintendent for Administration, Pasco County • Kevin W Watson, Executive Director, Florida Educational Negotiators. • 	Palms C
11:40,am – Noon	Conference Wrap-up and a Look Ahead	Palms C

2023-20243 FEN GENERAL MEMBERSHIP MEETINGS

Mark your calendars for these in-person events and educational opportunities you won't want to miss.

General Session Dates

Location

Friday, September 29, 2023

Doubletree Hilton, St. Augustine

Friday, October 27, 2023

Hotel Alba, Tampa

Friday, January 26, 2024

Rosen Plaza, Orlando

Friday, February 23, 2024

Hotel Duval, Tallahassee

Our general sessions typically meet from 9:00 a.m. until just after 12:00 p.m. This is your time to reconnect, hear information on emerging issues and share ideas and solutions from the districts.

2023 Conference

44th FEN Spring Conference

May 1- 3, 2024

**Embassy Suites by Hilton Orlando Lake Buena Vista South,
4955 Kyngs Heath Rd, Kissimmee, FL 34746**

Another FEN-tastic event Powered by You

Thank you for joining us. We're glad you're here!

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