

FLORIDA EDUCATIONAL NEGOTIATORS

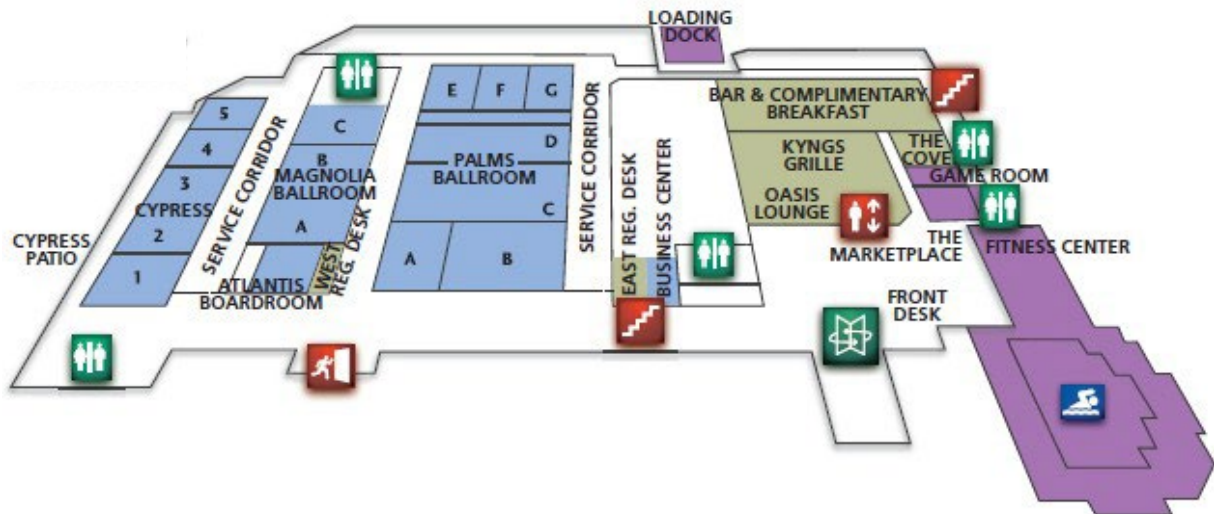


**44th Annual Spring Conference
May 1-3, 2024**

Powered by YOU, Always *FEN-tastic*

Embassy Suites by Hilton Orlando Lake Buena Vista South
4955 Kyngs Heath Road, Kissimmee, FL

Embassy Suites Orlando – Lobby and Meeting Rooms



PROGRAM AT A GLANCE

Wednesday – May 1

6:30 am - 8:30 am	Hotel Breakfast
7:30 am - 5:00 pm	Registration
8:30 am - 10:30 am	General Session 1
10:30 am - 10:45 am	Break
10:45 am - 11:45 am	General Session 2
11:50 am - 1:00 pm	Lunch Buffet
1:00 pm - 2:00 pm	General Session 3
2:00 pm - 2:15 pm	Break
2:15 pm - 3:45 pm	General Session 4
3:45 pm - 4:15 pm	FEN Business Meeting
5:30 pm - 6:15 pm	Networking Reception

Thursday – May 2

6:30 am - 8:30 am	Hotel Breakfast
7:30 am - 5:00 pm	Registration
8:30 am - 9:30 am	General Session 5
9:30 am - 9:45 am	Break
9:45 am - 10:45 am	General Session 6
10:50 am - 11:50 am	Concurrent Session 1

Thursday – May 2, cont.

12:00 pm - 1:00 pm	Lunch Buffet
1:10 pm - 2:10 pm	Concurrent Session 2
2:15 pm - 2:30 pm	Break
2:30 pm - 3:30 pm	Concurrent Session 3
3:35 pm - 4:45 pm	Concurrent Session 4
5:30 pm - 6:15 pm	Networking Reception

Friday – May 3

6:30 am - 8:30 am	Hotel Breakfast
8:30 am - 9:30 am	General Session 7
9:35 am - 11:35 am	General Session 8

From your FEN Officers and Area Directors

Welcome to the 44th Annual Florida Educational Negotiators Spring Conference.

Our mission is to empower FEN members by sharing valuable information, innovative ideas, and practical solutions to the challenges you encounter daily in the fields of labor relations and human resources. We understand that school district leaders are navigating tremendous change and organizational transformation, all while maintaining an unwavering focus on student learning and success. We recognize the importance of providing you with timely information, essential skills, and valuable resources to make this focus possible. Our conference planning has been tailored to meet your needs.

Engaging and Enriching Conference Experience.

We have invited expert speakers to share their insights and expertise, and we have dedicated time for you to engage in networking opportunities and participate in skill-building workshops. We believe the ability to learn from your FEN colleagues is a unique advantage that sets our conference apart.

Powered by YOU, Always *FEN-tastic*.

Your active involvement and consistent support are the driving force behind the success of our organization. Together, FEN members continue to achieve positive outcomes that truly benefit our students, school district employees, and district operations. Thank you all for your involvement and for supporting your professional colleagues in so many meaningful ways throughout the year. Your dedication is deeply appreciated.

Sincerely,

Your Board and Area Directors

President

Mark West, Volusia County

President-Elect

Dr. Dawn M. Baglos, Miami-Dade County

Secretary

LeighAnn Blackmore, Orange County

Past President

Thomas Bolling, Putnam 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

Dawn Bontz, Seminole County

Area V Director

Dr. Adrienne McElroy, Charlotte County

Area VI Director

Tim Kubrick, Palm Beach County

Agenda

(LR) – Labor Relations focus (HR) – Human Resources focus

Wednesday – May 1		
6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration	Palms Foyer
8:30 am - 10:30 am	<p>General Session 1 Opening and Welcome Color Guard</p> <ul style="list-style-type: none"> ▪ JROTC Cadets, Celebration High School ▪ Jimmy R. Soles, Lieutenant Colonel, USAF (Ret) / M. Ed <p>Welcome</p> <ul style="list-style-type: none"> ▪ Mark West, Chief Human Resources Officer, Volusia County Schools, and FEN President <p>Superintendent’s Perspective</p> <ul style="list-style-type: none"> ▪ Dr. Maria Vasquez, Superintendent, Orange County Public Schools 	Palms E, F, G
10:30 am – 10:45 am	Break	Palms D Hallway
10:45 am – 11:45 am	<p>General Session 2 Legislative Update - A comprehensive overview of the bills and budget (LR, HR).</p> <ul style="list-style-type: none"> ▪ Dr. Danielle Thomas, Director of Advocacy & Legislative Services, Florida School Boards Association ▪ Jessica Janasiewicz, Government Consultant, Rutledge Ecenia 	Palms E, F, G
11:50 am - 1:00 pm	Lunch Buffet	Palms D
1:00 pm - 2:00 pm	<p>General Session 3 CFO Panel - A deep dive into the proposed budget and district finance issues (LR, HR).</p> <ul style="list-style-type: none"> ▪ Ron Steiger, Chief Financial Officer, Miami-Dade County School District ▪ Sarah Graber, Chief Business & Finance Officer, Osceola County School District ▪ Kim Lake, Director of Finance, Levy County School District ▪ Patty Wormeck, Chief Financial Officer, Flagler Schools 	Palms E, F, G
2:00 pm - 2:15 pm	Break	Cypress Foyer
2:15 pm - 3:45 pm	<p>General Session 4 The Bills - A deep dive into the bills that passed, district responsibilities, and bargaining implications (LR, HR).</p> <ul style="list-style-type: none"> ▪ Led by FEN members 	Palms E, F, G
3:45 pm - 4:15 pm	FEN Annual Business Meeting	Palms E, F, G
5:30 pm - 6:15 pm	Networking Reception	Oasis

Thursday – May 2		
(LR) – Labor Relations focus (HR) – Human Resources focus		
6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration	Palms Foyer
8:30 am - 9:30 am	General Session 5 Best Practices for Employee Investigations (HR) ▪ Emily Chase-Sosnoff, Partner, FordHarrison	Palms E, F, G
9:30 am - 9:45 am	Break	Palms D Hallway
9:45 am - 10:45 am	General Session 6 Effective Strategies for Engaging your School Board - A panel discussion on Board member roles, responsibilities, communications, and effective negotiations (LR). ▪ Andrea Messina, Chief Executive Officer - Florida School Boards Association ▪ Carol Cook, Pinellas County School Board ▪ Patty Hightower, Escambia County School Board ▪ Jerry Taylor, Suwannee County School Board	Palms E, F, G
10:50 am - 11:50 am	Concurrent Session 1 Teacher Certification Pathways (HR, LR) ▪ Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade County Public Schools	Cypress 1
	Telling Your District Budget Story (LR) ▪ Kim Lake, Director of Finance, Levy County School District ▪ Patty Wormeck, Chief Finance Officer, Flagler Schools	Cypress 2
	An HR Check-up (HR) ▪ Emily Chase-Sosnoff, Partner, FordHarrison	Cypress 3
Noon - 1:00 pm	Lunch Buffet	Palms D
1:10 pm - 2:10 pm	Concurrent Session 2 Teacher Certification Pathways (HR, LR) ▪ Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade County Public Schools	Cypress 1
	Telling Your District Budget Story (LR) ▪ Kim Lake, Director of Finance, Levy County School District ▪ Patty Wormeck, Chief Finance Officer, Flagler Schools	Cypress 2
	An HR Check-up (HR) ▪ Emily Chase-Sosnoff, Partner, FordHarrison	Cypress 3

Thursday – May 2, cont.		
(LR) – Labor Relations focus (HR) – Human Resources focus		
2:15 pm - 2:30 pm	Break	Palms D Hallway
2:30 pm - 3:30 pm	Concurrent Session 3 Effective Discipline Practices (HR, LR) <ul style="list-style-type: none"> ▪ Kathy Scalise, Director, Employee Relations, Pasco County Schools 	Cypress 1
	Updates on the implementation of SB 256 (LR) <ul style="list-style-type: none"> ▪ Mark West, Chief Human Resources Officer, Volusia County Schools ▪ Dawn Bontz, Director, Employee & Governmental Relations/Personnel Services, Seminole County Public Schools 	Cypress 2
	Managing Discipline and Employees with Disabilities (HR) <ul style="list-style-type: none"> ▪ Shannon L. Kelly, Partner, FordHarrison 	Cypress 3
3:35 pm - 4:35 pm	Concurrent Session 4 Effective Discipline Practices (HR, LR) <ul style="list-style-type: none"> ▪ Kathy Scalise, Director, Employee Relations, Pasco County Schools 	Cypress 1
	Updates on the implementation of SB 256 (LR) <ul style="list-style-type: none"> ▪ Mark West, Chief Human Resources Officer, Volusia County Schools ▪ Dawn Bontz, Director, Employee & Governmental Relations/Personnel Services, Seminole County Public Schools 	Cypress 2
	Managing Discipline and Employees with Disabilities (HR) <ul style="list-style-type: none"> ▪ Shannon L. Kelly, Partner, FordHarrison 	Cypress 3
5:30 pm - 6:15 pm	Networking Reception	Oasis

Friday – May 3		
(LR) – Labor Relations focus (HR) – Human Resources focus		
6:30 am - 8:30 am	Hotel Breakfast	
8:30 am - 9:30 am	General Session 7 Tried and Tested Bargaining Strategies – A 20-District Perspective (LR, HR) <ul style="list-style-type: none"> ▪ Leonard Dietzen, Partner, Rumberger Kirk 	Palms E, F, G
9:35 am - 11:35 am	General Session 8 Bargaining whip around - An opportunity to discuss your successes and challenges to your management-side labor and HR issues (LR). <ul style="list-style-type: none"> ▪ Facilitated by FEN Officers 	Palms E, F, G

***Thank you for coming to the 44th Annual Spring Conference.
We are glad you are here!***

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

2024-2025 FEN GENERAL MEMBERSHIP MEETINGS

<u>General Membership Meetings</u>	<u>Location</u>
Friday, September 27, 2024	Doubletree Hilton, St. Augustine
Friday, October 25, 2024	Hotel Alba, Tampa
Friday, January 31, 2025	Rosen Plaza, Orlando
Friday, February 28, 2025	Aloft Downtown, Tallahassee

Our General Membership Meetings typically meet from 8:30 am until just after noon. This is your time to reconnect, hear information on emerging issues, and share ideas and solutions from the districts.

2025 SPRING CONFERENCE

**FLORIDA EDUCATIONAL NEGOTIATORS
45TH ANNUAL SPRING CONFERENCE
MAY 6-8, 2025**

Embassy Suites by Hilton Orlando Lake Buena Vista South,
4955 Kyns Heath Rd, Kissimmee, FL

