

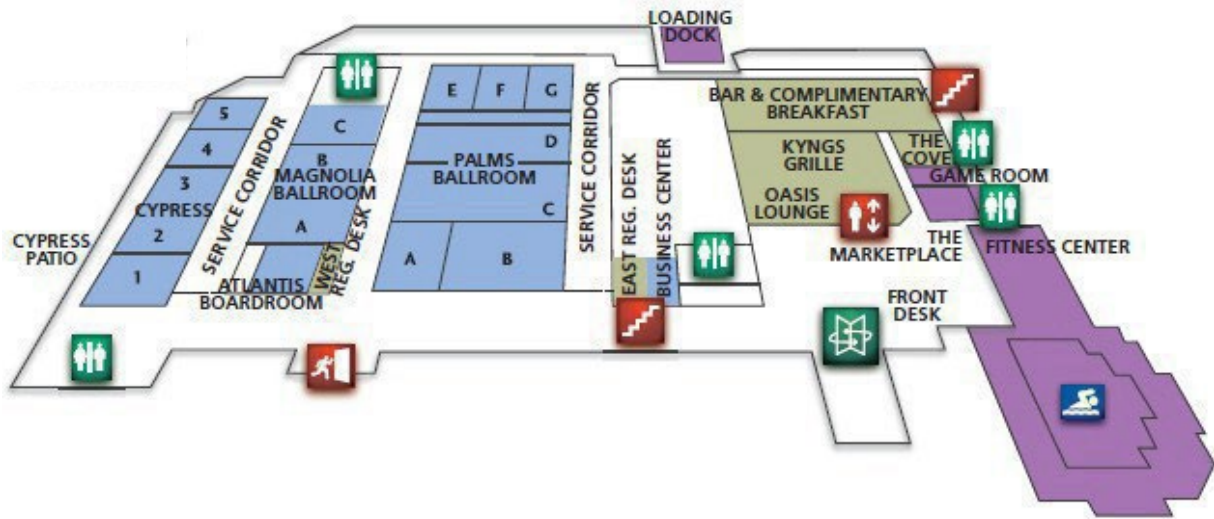


Embassy Suites by Hilton Orlando
Lake Buena Vista South
MAY 6 - 8, 2025



FLORIDA EDUCATIONAL
NEGOTIATORS

Embassy Suites Orlando – Lobby and Meeting Rooms



PROGRAM AT A GLANCE

Tuesday – May 6

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

Wednesday – May 7, cont.

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

Thursday – May 8

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

Wednesday – May 7

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	Concurrent Session 1
10:50 am - 11:50 am	Concurrent Session 2

From your FEN Officers and Area Directors

Welcome to the 45th Annual Florida Educational Negotiators Spring Conference

On behalf of the Board and Area Directors, we are pleased you have joined us for this annual meeting.

Our Mission: Empowering You

FEN is committed to supporting you by providing timely information, innovative ideas, and practical solutions for the challenges you face every day in labor relations and human resources. This year's conference program is designed to address your needs and help you stay informed and prepared.

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. Many of our presenters are FEN members. We believe the ability to learn from your colleagues is a unique advantage that sets our conference apart.

The Power of Your Involvement

Your active participation and ongoing support are what make FEN successful. We encourage you to renew your membership and reengage with FEN for the 2025-26 year. A schedule of upcoming meetings can be found inside the back cover of this program.

We thank you for your dedication and for supporting your colleagues throughout the year. Your commitment is deeply appreciated. Together, we continue to achieve positive outcomes for students, school district employees, and district operations across Florida.

Sincerely,

Your Officers and Area Directors

President

Dr. Dawn M. Baglos, Miami-Dade County

President-Elect

Dr. Adrienne McElroy, Charlotte 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

Danielle Shotwell, Hillsborough County

Area VI Director

Tim Kubrick, Palm Beach County

Agenda

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

Tuesday, May 6		
6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration / Information	Palms Foyer
8:30 am - 10:30 am	<p>General Session 1 Opening and Welcome Color Guard</p> <ul style="list-style-type: none"> ▪ NJROTC Cadets, Cypress Creek High School ▪ LCDR Joshua Andrews, USN (Ret) NJROTC Senior Naval Science Instructor <p>Welcome</p> <ul style="list-style-type: none"> ▪ Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade County Public Schools, and FEN President <p>Superintendent's Perspective</p> <ul style="list-style-type: none"> ▪ Dr. Maria Vazquez, Superintendent, Orange County School District 	Palms E, F, G
10:30 am – 10:45 am	Break	
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	
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"> ▪ Scott Ward, Chief Financial Officer, Lake County School District ▪ Sarah Graber, Chief Business & Finance Officer, Osceola County School District ▪ Marsha Brown, Chief Financial Officer, Suwannee County School District ▪ Marcus Allen, Chief Financial Officer, Charlotte County School District 	Palms E, F, G
2:00 pm - 2:15 pm	Break	
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 Officer elections, Association updates.	Palms E, F, G
5:30 pm - 6:15 pm	Networking Reception	Oasis

Wednesday, May 7

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

6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration / Information	Palms Foyer
8:30 am - 9:30 am	General Session 5 Current Law and Issues in Collective Bargaining (LR, HR). <ul style="list-style-type: none"> ▪ John Palmerini, Esq. General Counsel, Orange County School District 	Palms E, F, G
9:30 am - 9:45 am	Break	
9:45 am -10:45 am	Concurrent Session 1 Negotiation 101: The Fundamentals of Collective Bargaining (LR) <ul style="list-style-type: none"> ▪ Mark West, Chief Human Resource Officer (Ret) Executive Session: Purpose, Process, and Practices (LR) <ul style="list-style-type: none"> ▪ Candy Bodie, Director of Human Resources, Walton County School District Public Records Management (HR) <ul style="list-style-type: none"> ▪ Carolyn Bedsole, Information Services Project Manager, Seminole County School District 	Magnolia A Magnolia B Magnolia C
10:50 am -11:50 am	Concurrent Session 2 Negotiation 101: The Fundamentals of Collective Bargaining (LR) <ul style="list-style-type: none"> ▪ Mark West, Chief Human Resource Officer (Ret) Executive Session: Purpose, Process, and Practices (LR) <ul style="list-style-type: none"> ▪ Candy Bodie, Director of Human Resources, Walton County School District Public Records Management (HR) <ul style="list-style-type: none"> ▪ Carolyn Bedsole, Information Services Project Manager, Seminole County School District 	Magnolia A Magnolia B Magnolia C
Noon - 1:00 pm	Lunch Buffet	

Wednesday, May 7 (cont.)

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

1:10 pm - 2:10 pm	<p>Concurrent Session 3</p> <p>Management and Human Resources (HR).</p> <ul style="list-style-type: none"> ▪ Wantanisha Morant, Executive Director of Human Resources, Marion County School District <p>Department of Administrative Hearings – Services, Procedures, and Cases (HR, LR).</p> <ul style="list-style-type: none"> ▪ Hetal Desai, Administrative Law Judge, Department of Administrative Hearings (DOAH) <p>Navigating Arbitrations - Expectations and Practice (HR, LR).</p> <ul style="list-style-type: none"> ▪ Keshara D. Cowans, Staff Attorney/EEO and Title IX Officer, Orange County School District 	Magnolia A Magnolia B Magnolia C
2:15 pm - 2:30 pm	Break	
2:30 pm - 3:30 pm	<p>Concurrent Session 4</p> <p>Management and Human Resources (HR).</p> <ul style="list-style-type: none"> ▪ Wantanisha Morant, Executive Director of Human Resources, Marion County School District <p>Department of Administrative Hearings – Services, Procedures, and Cases (HR, LR).</p> <ul style="list-style-type: none"> ▪ Hetal Desai, Administrative Law Judge, Department of Administrative Hearings (DOAH) <p>Navigating arbitrations - Expectations and Practice (HR, LR).</p> <ul style="list-style-type: none"> ▪ Keshara D. Cowans, Staff Attorney/EEO and Title IX Officer, Orange County School District 	Magnolia A Magnolia B Magnolia C
3:35 pm - 4:35 pm	<p>General Session 6</p> <p>Public Employee Relations Commission: Current Issues, Cases, and Policy (LR)</p> <ul style="list-style-type: none"> ▪ Kerey Carpenter, Esq., Chair, Public Employee Relations Commission ▪ Gregg Morton, Esq. General Counsel, Public Employee Relations Commission 	Palms E, F, G
5:30 pm - 6:15 pm	Networking Reception	Oasis

Thursday, May 8

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

6:30 am - 8:30 am	Hotel Breakfast	
8:30 am - 9:30 am	<p>General Session 7</p> <p>Bargaining in Uncertain Times (HR, LR)</p> <ul style="list-style-type: none"> ▪ Leonard Dietzen, Esq. Partner, Rumberger Kirk 	Palms E, F, G
9:35 am - 11:35 am	<p>General Session 8</p> <p>Bargaining whip-around - An opportunity to discuss your successes and challenges (LR).</p> <ul style="list-style-type: none"> ▪ Facilitated by FEN Officers 	Palms E, F, G

***Thank you for coming to the 45th 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.

2025-2026 FEN GENERAL MEMBERSHIP MEETINGS

<u>General Membership Meetings</u>	<u>Location</u>
Friday, September 26, 2025	Doubletree Hilton, St. Augustine
Friday, October 24, 2025	Hotel Alba, Tampa
Friday, January 30, 2026	Rosen Center, Orlando
Friday, February 27, 2026	Hotel Duval, Tallahassee

Our General Membership Meetings usually run from 8:30 a.m. until shortly after noon. This is your opportunity to reconnect, stay informed about emerging issues, and exchange ideas and solutions from the districts.

2026 SPRING CONFERENCE

**FLORIDA EDUCATIONAL NEGOTIATORS
46TH ANNUAL SPRING CONFERENCE
MAY 5-7, 2026**

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



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