

A detailed photograph of a dining table set for a festive autumn meal. In the center is a large, roasted turkey with a golden-brown skin, garnished with a sprig of rosemary and a small orange. To the left of the turkey is a small glass of water. To the right is a tall, elegant glass filled with a light-colored beverage. In the foreground, there are several small pumpkins, a bowl of corn on the cob, and a small bowl of nuts. The table is covered with a green cloth, and the background is softly blurred with warm, bokeh lights, creating a cozy and inviting atmosphere.

# Presentation and Plating for Fine Dining: At the Table with Front Line Negotiations





## Scenario One

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Before and during bargaining, you are approached by Board members and Administration of reports that certain building administrators are not applying CBA work rules fairly or properly. You have heard this at the bargaining table also. What are your thoughts and suggestions?



A group of people are dining at a restaurant. The table is set with various dishes, including a large bowl of soup, a plate of salad, and a plate of bread. A woman in a pink dress is visible on the right side of the frame, smiling. The background is blurred, showing other diners and the interior of the restaurant. A large, semi-transparent white circle is overlaid on the left side of the image, containing the text "Scenario Two" and a paragraph of text.

## Scenario Two

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The union proposes several “clarifying” changes to the CBA. In caucus, two members of your bargaining team say that the proposed changes all seem to make sense to them so the District should agree to them. What are your thoughts and suggestions?





## Scenario Three

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Your District administration and board are beginning next year's budgeting process next month. In addition, the district and the union have exchanged initial proposals. The union proposal includes 4%, 3%, and 5% on the salary schedule. The District proposal is 2%, 1.5%, 2%. In addition, in a bargaining executive session, the negotiating team has been authorized to go to 2.5%, 2.0%, 2%. Discuss the interrelationship and suggestions you would give the district regarding budgeting and negotiations.





## Scenario Four

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You have been bargaining since last spring and, as of July 1st, have been in a dynamic status quo. You are also in mediation with FMCS. Elections have just been certified and the board has been reorganized. Discuss the impact the reorganization has or ought to have on the bargaining process and bargaining proposals.





## Scenario Five

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The union proposal includes this little thing: a designated parking spot for itinerant teachers. The District bargaining team says no. This issue is raised by a board member in executive session as an example of how the District is being unfair and disrespecting the union. How would you approach this issue in the executive session?



The background image shows an outdoor restaurant courtyard. It features high, textured stone walls that form an archway. Several round tables are set up, covered with white tablecloths and surrounded by white chairs. A black, ornate lamppost stands near the tables. To the right, there is a large, leafy green plant. The scene is brightly lit, suggesting daytime.

## Scenario Six

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The District salary schedule has two primary factors: experience (Steps) and educational attainment (Columns). The union vehemently tells you that “Step” raises are not raises. How do you respond?





# Scenario Seven

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You are criticized directly and indirectly during public comment on non-agenda items. You hear phrases such as “not respecting the teachers” and “not negotiating in good faith.” What should you do? What should the Board and Administration do?





## Scenario Eight

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Your board is an expressive and divided bunch in executive sessions on bargaining. In addition, you and the rest of the bargaining team reasonably suspect that there is a “leak” on the board. Information from executive sessions has ironically showed up at the bargaining table. How does this effect you? What would you do in this situation? What suggestions would you have?





## Scenario Nine

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The union suggests IBB (Interest Based Bargaining) and proposes that one of its Uniserve directors serve as the trainer and facilitator. There is board and administrative interest in this approach. What factors do you think are relevant and what are your thoughts, suggestions, and advice?