Surviving Tough Times

February 24, 2009
Webinar
Agenda

- Policy issues – 10 minutes
- Communication tips – 10 Minutes
- Shortening the school year & layoffs – 20 minutes
- Question and answers – 15 minutes
Board Policy Issues

Presented by
Peggy Holstedt
Board Development & Policy Services
Associate Director
No Surprises
Review Policy
Federal law
Special Education
Title IX
NCLB
OREGON SCHOOL BOARDS ASSOCIATION
State Law

Collective Bargaining

Instructional Hours
What’s next?

Board Policies
Repeal
Revise
Suspend

Designate

time frame or
condition
Check Policy Decisions
Against

Board Policies
Collective Bargaining Agreements

Board Policies

Oregon School Boards Association
Follow Board Adopted Policy Process
Someone is *always* watching!!
Communication Tips

Presented by
Dian Coleman, Communications Specialist
Don’t PANIC
Don’t wait until you have all the pieces of the puzzle
Stick together
PREPARE TO TAKE THE HEAT
at public meetings

- Keep a cool head; never argue
- USE your goals/policies
- LISTEN to concerns
Don’t let the urgent overtake the important
Agree on the messages to prevent misinformation
Ease their worries

- Keep stakeholders in the loop
- Reassure staff/students/others
- Don’t make promises
- Stress what you WILL be able to do
- Realize not all fear is budget related
Enlist (and accept) help

- Ask for people’s attention and cooperation
- Be specific when you see a need

People want to help
Use your communicators

- All employees
- Students
- Local media
- Religious leaders
- Business leaders
- Others
Tell people

- What you’re doing
- How you’ll go about it
- Decisions as you make them
- Updates as soon possible
- When you’ll tell them more
Don’t overwhelm with numbers
Look to the future

- Look to next year
- Work to achieve your goals

No matter what, your kids are still ready to go
Relax, take time to breathe.
Shortening the School Year & Layoff

Presented by
Jessica Knieling,

Legal, Labor & Employment Services
Associate Director
Shortening the school year

Review Contracts

Management Right?  Optional?  Forbidden?

Timing for Implementation?
Bargaining shortened year

Bargaining

- Funding clause
- Guaranteed Days?
- Currently Bargaining?
  - Probably Need MOA
Bargaining shortened year

Bargaining

Licensed

Classified

150 days

90 days

Other
Shortening the school year

Notification

Bargaining (written notice, Other)

Layoff (individual, association)
Unemployment

Notification
  Who?
  When?

Layoff

Effective date

Board action

Who?
When?

OREGON SCHOOL BOARDS ASSOCIATION
Unemployment

School year reduction may trigger

Reasonable assurance

Usual & customary break periods

Waiting weeks

Always individual

OREGON SCHOOL BOARDS ASSOCIATION
More resources

- OSBA’s Budget toolkit
  - http://www.osba.org/bst
- OSBA staff - 800-578-6722