# 2026 MICHIGAN NEGOTIATORS ASSOCIATION
# LABOR RELATIONS ACADEMY

February 4–6, 2026

Courtyard Mt. Pleasant at CMU, 2400 East Campus Drive, Mt. Pleasant, MI 48858

An intense, comprehensive, all-encompassing
labor relations workshop for all central office administrators,
principals, supervisors and board members



## REGISTRATION INFORMATION

Registration details can be found under
Upcoming Events at *www.mna-mi.com*.

Academy fees include course materials and documents, certification, two breakfasts, two lunches, break refreshments and SCECHs.

Act now, space is limited.

MNA
Michigan Negotiators Association

www.mna-mi.com
525 Highland Avenue
East Lansing, MI 48823
Ph: 517.214.8230

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## ABOUT THE ACADEMY

This Academy is one of a series of professional development programs sponsored by MNA to maintain a superior level of performance by education negotiators, central office administrators, principals and supervisors throughout the State of Michigan.

The curriculum of the Academy covers every aspect of school negotiations and labor relations. All topics will be documented for use as resource material for each registrant.

The Academy has scheduled over twenty hours of learning activities. Additional time has been arranged for informal interaction.

## WHO SHOULD ATTEND

This Academy is primary for schools central office administrators, principals, supervisors and board members.

## INSTRUCTIONAL STAFF

The instructional staff includes noted practitioners in school negotiations and specialists in school law and labor relations.

## SCECH INFORMATION

With approval by the State Department, enrollees attending all sessions will be eligible for State Continuing Education Clock Hours.

## IMPORTANT

It is important to attend ALL sessions to derive maximum benefit from the SIMULATED NEGOTIATION EXERCISE.

### Wednesday, February 4, 2026

**9:00 – 9:30** **Registration**

**9:30** **Welcome**
Justin Gluesing, Superintendent
Alpena-Montmorency-Alcona ESD

**9:30 – 10:30** **Overview of Negotiations**
Kara Rozin, Clark Hill Law Firm
(touches on prohibited but not in depth)

- Purpose of Collective Bargaining
- What to Expect with Collective Bargaining?
- Management's Role
- Union's Perspective
- PERA, MERC & PA112
- Mandatory, Permissive, Illegal Subjects
- Definitions

**10:30 – 10:45** **Break**

**10:45 – 11:00** **Introduction to Simulated Bargaining**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools

**11:00 - 12:00** **Framing the Financials**
Matthew Lewis, K-12 Planning Strategist
GMB

- Understanding Audits/Budgets
- Costing Proposals- District and Union
- External Factors

**12:00 – 1:00** **Lunch**
Sponsored by Gallagher

**1:00 – 3:00** **Critical Points in Bargaining**
Adam Blaylock and Eric Feldman
Miller Johnson

- The Project Timeline
- Strategic Considerations–Recent Trends
- Impasse

**3:00 – 3:15** **Break**

**3:15 – 5:00** **Introduction to Bargaining Simulation and Team Preparation**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools

**5:00** **Dinner on your own**

CLICK TO REGISTER

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# 2026 MICHIGAN NEGOTIATORS ASSOCIATION

## Thursday, February 5, 2026

**7:45 – 8:30** **Breakfast**

**8:30 – 10:15** **Analyzing Contract Language/Sample Language**
Kelly Powers, Assistant Superintendent of Human Services
Muskegon Area Intermediate School District
- Analyzing Your Contract
- Essential Management Language
- Analyzing Union Proposals
- Unintended Cost of Your Contract
- Non-Teacher Contracts
- Contract Proposals

**10:15 – 10:30** **Break**

**10:30 – 11:45** **Methods of Bargaining with a Focus on Interest Based Bargaining**
Kelly Bohl, Deputy Superintendent
Wayne RESA

**11:45 – 2:00** **Guided Bargaining Team Planning**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools
- Assumptions Answered
- Lunch and Individual Bargaining Team Planning

**2:00 – 3:30** **Contract/Law Interface**
Raymond Davis
Thrun Law Firm
- PA 152 and PA 112
- FOIA
- Bullard/Plawicki
- ADA
- FMLA
- School Safety/Fingerprinting
- Tenure Act

**3:30 – 3:45** **Break**
Sponsored by SET SEG

**3:45 – 6:00** **Team Dinner and Prep – On Your Own**
Coni Taylor, Associate Superintendent
Traverse City Area Public Schools

**6:00 – 9:00** **Simulated Bargaining**
MNA Board

**9:00** **Simulated Bargaining Wrap-up and Hospitality**

**A $25 processing fee will be assessed on cancellations. Cancellations will not be accepted after January 28, 2026.**

## Friday, February 6, 2026

**7:45 – 8:30** **Breakfast**

**8:30 – 9:00** **Follow-up on Simulation**

**9:00 – 9:30** **Communications**
Chris Davis, Interim Executive Director
Bay Area Transportation Authorit
- Before, During, After Bargaining
- Who, What, When, How
- Crisis Communications
- Proactive vs Reactive
- Examples

**9:30 – 10:15** **Administration of the Contract**
Susan Tinney, Assistant Superintendent
Ingham ISD
- Contract Implementation
- Communicating the Agreement
- Handling Ambiguities
- Board Policy
- Living Document
- Past Practice
- Grievances Setting Precedent
- Memorandums of Understanding

**10:15 – 10:30** **Break**

**10:30 – 11:45** **Grievance Handling and Arbitration**
Rebecca Pek, Assistant Superintendent
Northville Public Schools
Rob Renes, Assistant Superintendent
Reeths-Puffer Schools

**11:45 – 12:15** **Program Reflection/Evaluation**
MNA Board

## 2025 - 2026 MNA Board of Directors

| | |
|---|---|
| **President** | **Justin Gluesing**<br>*Alpena-Montmorency-Alcona ESD* |
| **Vice-President** | **Kelly Bohl**<br>*Wayne RESA* |
| **Secretary** | **Rob Renes**<br>*Reeths-Puffer Schools* |
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| **Trustee** | **Coni Taylor**<br>*Traverse City Area Public Schools* |
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| **Executive Director** | **Janille Lietz** |

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