

**Todd Griffith, Asst. Treasurer, Licking Heights Local Schools** [tgriffith@lhschools.org](mailto:tgriffith@lhschools.org)

Todd currently serves as the Assistant Treasurer at Licking Heights Local Schools. Todd previously served as payroll supervisor at South-Western City School District where he supervised the payroll and benefits staff. South-Western's annual payroll was approximately 170 million dollars. Todd previously was employed at Vandalia-Butler CSD/Valley View LSD and Morgan Stanley Smith Barney. Todd holds Bachelors in Business Administration from Ohio University.

**David Varda, Interim Treasurer, Licking Heights Local Schools** [dvarda@lhschools.org](mailto:dvarda@lhschools.org)  
**Chief Financial Officer, META Solutions**

David currently serves as the interim CFO/Treasurer at Licking Heights Local Schools and the Chief Financial Officer at META Solutions. David previously served as the Executive Director of the Ohio Association of School Business Officials (OASBO) from 2006 to 2016. David oversaw all aspects of the organization. David was recently honored by the Buckeye Association of School Administrators (BASA) as the 2016 Dick Maxwell Finance Award winner which is given to an individual representing exceptional leadership and dedication to the lives of children and quality leadership training. David served as the chief deputy auditor for the Ohio Auditor of State where he managed the Audit Division. He served on the Blue-Ribbon Commission on Financing Student Success formed by Governor Bob Taft. During his career, he has also worked at the Ohio Department of Education in the School Finance and Accountability Division, Upper Arlington Schools and served as mayor and council president for the City of Upper Arlington. David is a Certified Public Accountant and holds a Bachelor of Science degree in business administration from Xavier University.

**Brian Hamler** [hamlerb@wcsrams.org](mailto:hamlerb@wcsrams.org)  
**Whitehall City School District, Superintendent**

Brian came to the Whitehall City School District in the summer of 2001. He has served his district as a principal, an Associate Superintendent and currently is in his fourth year as Superintendent. His career also includes time in Westerville City Schools and South Western City Schools. He taught for 17 years in the Gahanna-Jefferson Public School System, he received his Bachelor's Degree from Capital University in 1981 and his Master's degree from The Ohio State University in 1998. His responsibilities included serving as a grievance chair, coordinator of food services, personnel director, safety director, and business manager. A former member of the Metropolitan Educational Council Governing Board, Hamler currently serves on the Board of Directors of Meta Solutions. Brian is an OASPA Past President and has been an active member since 2006. During his time in Whitehall, Brian has led successful negotiations of four certified and classified contracts. Brian is an advocate of an interest based bargaining approach because it has fostered strong relations between the association and the board.

## REGISTRATION INFORMATION ❄️



**\$150**

OASPA District Members



**\$250**

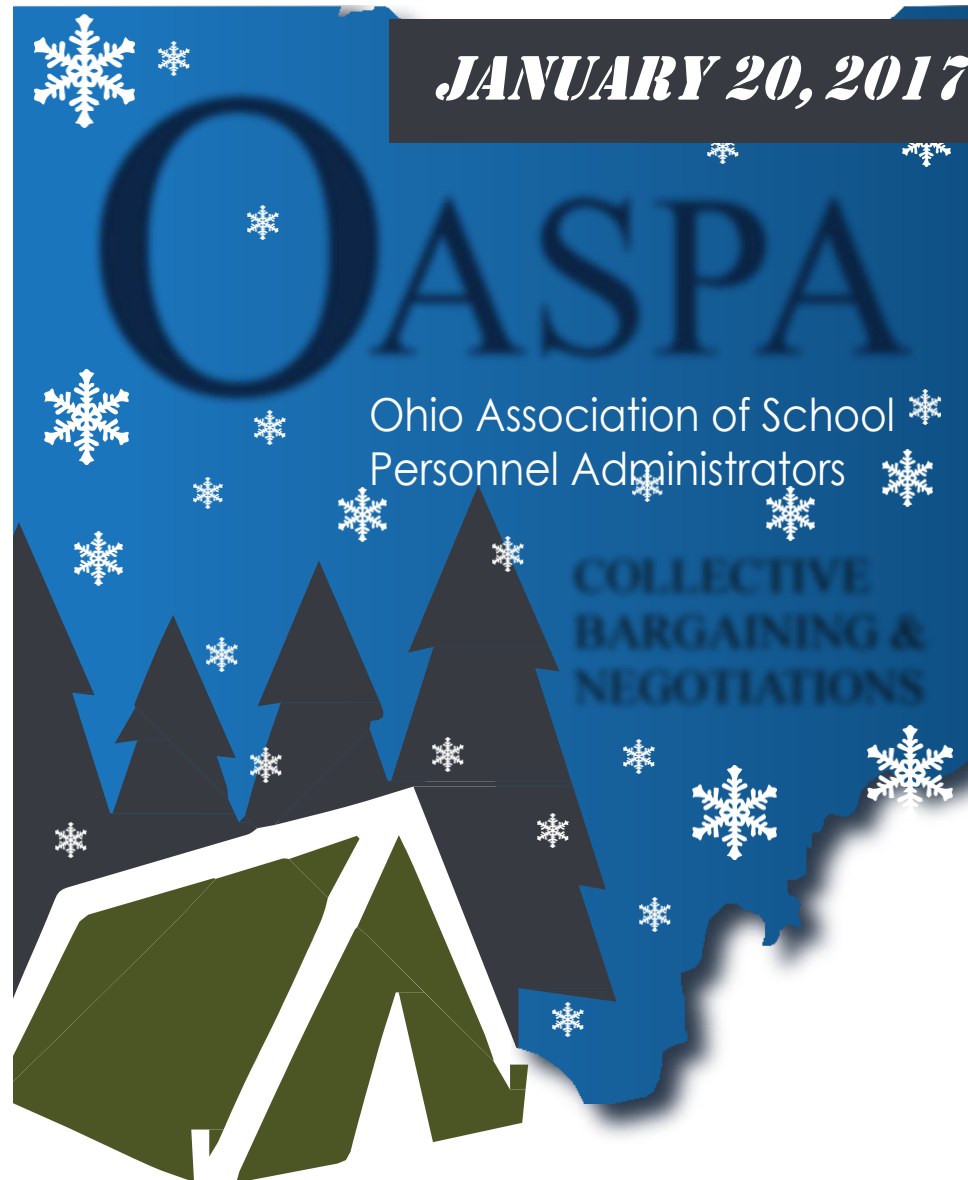
Non-Members ❄️

[CLICK HERE FOR REGISTRATION](#) ❄️



Book a room reservation at the Doubletree by [clicking here](#)

Doubletree has a special group rate of \$108 (plus tax, unless you bring your district's tax exempt form. If you call the hotel (614) 885-3334 say you are booking a room for the OASPA Boot Camp (Group Code OBC).



***JANUARY 20, 2017***

## ***WINTER CAMP***

Doubletree, Worthington  
175 Hutchinson Avenue  
Columbus, OH 43235

# AGENDA

8:00 AM	Continental Breakfast and Registration		
8:30-8:45	Welcome and Introductions	Kim Henderson	OASPA President
8:45-10:30	Building on the Basics of Collective Bargaining. Included will be an update on Fair Share Fees, Supreme Court decisions and proposed legislation.	John Britton Bronston McCord	Shareholder, Ennis Britton Managing Shareholder, Ennis Britton
10:30-10:45	Break		
10:45-11:30	Collective Bargaining: An Interactive Model.	Todd Griffith	Assist. Treasurer Licking Heights Local Schools
11:30-12:15	Lunch		
12:15-1:30	Dealing With the Many Facets of Negotiations and Working Effectively With Your Team: This interactive session is designed to engage in a panel discussion of all aspects of negotiations. Participants should be prepared to discuss their questions and issues in order to become better equipped to effectively maximize district resources, manage school and community relationships and promote capital through the process.	Bill Deters David Varda Brian Hamler Aura Norris Philip Wagner	Shareholder, Ennis Britton Interim Treasurer Licking Heights Local Schools Superintendent Whitehall City Schools Executive Director Human Resources and Operations, Perrysburg Schools Superintendent Licking Heights
1:30-1:45	Break		
1:45-2:45	The session will continue, and include everything in preparation for negotiations, establishing the district philosophy and strategy, communicating with the board, developing a crisis plan and preparing for crisis management.		
2:45	Closing, Evaluations and Feedback Kim Henderson		

# ABOUT YOUR PRESENTERS

## John Britton, Shareholder Ennis Britton Co., LPA

[jbritton@ennisbritton.com](mailto:jbritton@ennisbritton.com)

John is an attorney and a shareholder with the firm of Ennis Britton Co., LPA. He has been actively representing school boards since 1984, with a focus on human resources, labor relations and collective bargaining, special education, and board governance issues. He is former chairman of the Executive Committee of the Ohio Council of School Board Attorneys, and a member of the Ohio and National School Board Associations Council of School Attorneys. John is an adjunct professor at Ashland University and helped form the Ashland Leadership Academy Seminars (ALAS), where he has served as a Program Coordinator since 2001. He is an accomplished and widely sought after speaker and has presented nationally and throughout Ohio on topics related to education law and leadership.

## Bronston McCord, Managing Shareholder Ennis Britton Co., LPA

[cbmccord@ennisbritton.com](mailto:cbmccord@ennisbritton.com)

Bronston is an attorney and the managing shareholder of the firm of Ennis Britton, Co., LPA. He regularly counsels public boards of education on a variety of education law issues, with an emphasis on labor negotiations, employment matters, student discipline and construction issues. He is former chairman of the Executive Committee of the Ohio Council of School Board Attorneys, and is a member of both the Ohio and National School Board Associations. Bronston is a former adjunct professor at the Salmon P. Chase College of Law at Northern Kentucky University and at Ashland University. He is frequently asked to speak on a variety of education law related topics across the state.

## Aura Norris, Ex. Dir. Of HR & Operations Perrysburg Schools

[anorris@perrysburgschools.net](mailto:anorris@perrysburgschools.net)

Aura serves as the Executive Director of Human Resources and Operations for Perrysburg Schools in Northwest Ohio and has been with the district for 26 years. Aura holds a Master's Degree in Human Resources Management from the University of Toledo. She is a Certified School Human Resources Administrator (CSHRA) through the American Association of School Personnel Administrators, is a Senior Professional in Human Resources (SPHR) through the Society of Human Resource Management, is a Senior Certified Professional (SHRM-SCP) through the Society of Human Resource Management and holds an Ohio Business Manager's license as well as an Administrative Specialist license in Educational Staff Personnel Administration. Aura is a Past President of the Ohio Association of School Personnel Administrators.

## Bill Deters, Shareholder Ennis Britton Co., LPA

[wmdeters@ennisbritton.com](mailto:wmdeters@ennisbritton.com)

Bill is an attorney and shareholder with the firm of Ennis Britton Co., LPA. His practice of law has been dedicated to representing and counseling boards of education on a variety of education law issues with an emphasis on labor negotiations, employment matters and special education. He also acts as the Director of Law for the City of Harrison, Ohio and legal counsel for Whitewater Township and the Western Joint Ambulance District. Bill is former chairman of the Executive Committee of the Ohio Council of School Board Attorneys, and recently served as chairman for the Ohio State Bar Association's Education Committee. Bill is a former adjunct professor at the Salmon P. Chase College of Law at Northern Kentucky University, and at Ashland University. Bill presents on many topics each year through organizations such as the Ohio School Boards Association and the Ohio State Bar Association.