

Session Titles and Descriptions

AASPA Virtual Legal Summit

November 7-8, 2024

A Team Approach to Accommodations

Presented by Dr. Marlene DeVilbiss, Executive Director of Human Resources, Lee Summit R-7 School District, Lee Summit, MO

This session will provide a brief overview of The American with Disabilities Act and its requirements for providing reasonable accommodations to employees with disabilities, work injuries and other health conditions. The session will also provide information on how the Lee's Summit School District addresses these requirements through a team approach that reviews each case, engages in the interactive process and ultimately provides reasonable accommodations.

Civil Rights Legal Update

Presented by Jackie Gharapour Wernz, Legal Consultant, ECR Solutions, Dallas, TX

Civil rights have long been highly contentious issues in schools, and this school year is no exception. Changes to Title IX regulations, growing cultural and legal conflicts regarding the rights of LGBTQ+ individuals, and increased focus on harassment based on race and religion are just some of the many legal changes school personnel administrators must know. This session will provide the legal update you need to help your school district navigate these issues in the education setting.

Data Privacy & Security

Presented by Nicholas Jajko, Partner, Freeman Mathis & Gary, LLP, Philadelphia, PA

Description Coming Soon!

Employee Discipline

Presented by Joseph Urban, Attorney, Kirk Huth Lange & Badalamenti, Clinton Township, MI

Description Coming Soon!

Employment Law Jeopardy: Laws Every HR Professional Should Know

Presented by Tanisha Holland, HRTD Director, Talent Development, Loudoun County Public Schools, Ashburn, VA

Employment law isn't a place where you can afford to take a trial-and-error, learn-as-you-go approach. The risks are too high! In this engaging and interactive session, we will discuss the basic common laws governing the employer-employee relationship in the United States. The employment laws we discuss together will keep you in legally safe territory when making personnel decisions and interacting with employees within your school districts.

From Draft to Craft: Perfecting Your Employee Handbook

Presented by Holly McIntush, Partner, Thompson & Horton, LLP, Dallas, TX

This presentation will guide school administrators through the essentials of developing comprehensive and effective employee handbooks. Attendees will learn how to create a resource that clearly communicates local policies, expectations, and procedures to staff. The session will cover legal considerations, inclusivity, and best practices for ensuring the handbook is a practical tool for both new hires and veteran staff. By the end of the presentation, administrators will have the knowledge to craft handbooks that support a cohesive and efficient school culture. Join us to transform your handbook "From Draft to Craft!"

The Cultural Exchange Employee - An Overview for Schools Employing J-1 Teachers

Presented by Phil Ortega, Managing Attorney, PD Ortega Law Group, PLLC, Laveen, AZ

Many schools are utilizing the J-1 visa to employ teachers. As a cultural exchange visa, what are the legal responsibilities schools must follow when employing J-1 teachers? From working with J-1 sponsors to the first day in the classroom, this presentation will cover the things school administrators need to know about hiring teachers in J-1 status.

Time for Title IX Updates: Navigating the Regulatory Whiplash

Presented by Will Trachman, Attorney, Mountain States Legal Foundation, Lakewood, CO

In April 2024, the long-awaited Biden-Harris Title IX regulations dropped. The regulations cover sex-based discrimination and harassment across most K-12 and post-secondary schools. In addition to changing many of the investigation and adjudication procedures that were first required by the 2020 Trump rules, the new 2024 regulations also include provisions related to gender identity and sexual orientation discrimination for the first time. But courts have enjoined the regulations in 26 states, and the Supreme Court has let those injunctions stand for now. So how do schools comply with Title IX, given everything in flux? And what will the election results mean for Title IX?

More Sessions Coming Soon!