

Session Titles and Descriptions
AASPA 2025 Virtual Legal Summit | Virtual
(All sessions will be presented in CST.)

Accommodating Religion in the Workplace in the wake of Groff v. DeJoy.

Risk Management

Presented by Daniel R Murphy, Attorney at Lewis & Murphy LLP & Adam Jurtz, Assistant Superintendent of Human Resources at Barrow County Schools

In the Summer of 2023, the Supreme Court significantly raised the burden for employers in responding to an employee's request for religious accommodations in the workplace. In this presentation, we will review recent caselaw under Groff v. DeJoy to better understand exactly how far a School District employer should go in order to avoid violating the Court's new standard under this particular area of Title VII.

Clear, Fair, Defensible: Best Practices for Human Resources Investigations

Risk Management

Presented by Lynn Wu, Senior Counsel at F3 Law

This webinar provides guidance on conducting fair, compliant, and defensible investigations into allegations made by and about personnel in educational institutions. F3 Law Attorney Lynn Wu will walk participants through general investigation procedures and common pitfalls and best practices to ensure investigations uphold employee rights and institutional obligations. (Due to the short duration of the webinar, this webinar will not include a full discussion of Title IX requirements, but will provide guidance to participants about when they should contact the Title IX Coordinator.)

Diversity in Our Schools: The Shrinking Legal Toolkit

Risk Management

Presented by David B. Rubin, P.C., Attorney at Law

The range of legally permissible strategies for promoting diversity and inclusion in our public schools has narrowed in recent years, and the powers that be in Washington seek to narrow it even further. What measures remain available to school districts that value racial, cultural, sexual and socioeconomic diversity in their students and staff? What practices likely were unlawful long before the current administration came to power? Join veteran school board attorney David B. Rubin, Esq., for a nuts-and-bolts discussion of the legal framework for diversity and inclusion in the public schools.

Emerging Tech, Evolving Risk: What Every HR Leader Needs to Know

Risk Management

Presented by Gretchen Shipley, Partner at F3 Law, and Laura Spencer, President of CUE

As artificial intelligence and emerging technologies make their way into school systems, administrators and HR leaders face a critical question: how can we leverage these tools while protecting our districts from unintended legal and personnel consequences? In this timely and practical session, Gretchen Shipley, Partner at F3 Law, and Laura Spencer, President of CUE, will examine the evolving landscape of AI and tech use by staff—from generative AI in lesson planning to automation in administrative tasks—and explore the legal, ethical, and contractual implications for school leaders. With a focus on risk mitigation, policy development, and proactive leadership, this session will help HR professionals and negotiators anticipate challenges before they arise. Attendees will gain insights into how emerging technologies can impact labor negotiations, employee discipline, privacy rights, and workplace expectations. You'll also learn how to develop or update technology use policies to reflect new realities, ensuring your district remains both innovative and compliant. Designed for leaders tasked with managing people and protecting the organization, this session will equip you with the tools to move forward with confidence and clarity in an increasingly digital work environment.

Employee Discipline: Legal Landmines and Best Practices

Risk Management

Presented by Jackie Gharapour Wernz, Legal Consultant at ECR Solutions

Employee discipline can be one of the most sensitive and high-stakes responsibilities for HR leaders, with missteps leading to grievances, lawsuits, or compliance violations. This session will highlight key legal requirements, recent developments, and best practices in documentation, investigations, and progressive discipline, with practical strategies for handling employee conduct issues fairly, consistently, and defensibly.

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I-9 and Foreign Workers: Documentation Essentials for Schools

Risk Management

Presented by Mary Kate Fernandez, Associate, Adams & Reese, LLP

Learn exactly what to create, retain, retrieve, and purge for visa-holding employees. We'll discuss I-9 workflows and best practices for preparing for audits. This is essential for HR, payroll/benefits, and school counsel.

Navigating FMLA: Legal Insights and Practical Guidance for School Leaders

Risk Management

Presented by Susan Best, Partner at Gordon Rees Scully Mansukhani, LLP & Laura Knittle, Partner at Gordon Rees Scully Mansukhani, LLP

This session provides leaders with clear, practical guidance on complying with the Family and Medical Leave Act. We'll cover key legal requirements, common challenges, and best practices to help you manage leave requests confidently and reduce compliance risks.

Pac-Manual: Powering Up Your Employee Handbook Game!

Risk Management

Presented by Holly G. McIntush, Partner at Thompson & Horton, LLP

Get ready to navigate the maze of policies and procedures—Pac-Man style! In this session, school administrators will level up their skills in crafting employee handbooks that are clear, legally compliant, and user-friendly. Just like Pac-Man chomps his way through dots and dodges ghosts, you'll learn how to tackle legal must-haves, chase down inconsistencies, and dodge the common traps that weaken your handbook's impact.

Power pellets include:

- Inclusive and accessible language
- Legally sound frameworks
- Clear communication for all staff levels

By the end, you'll be equipped to create a handbook that helps your team move with purpose and stay on course. So insert your token, hit START, and let's power up your Pac-Manual!

Saved by the Bell: FLSA Compliance Before the Tardy Slip

Risk Management

Presented by Rebecca S. Bailey, Partner, Thompson & Horton LLP

Now that the school year is in full swing, it's time to check whether your knowledge of the Fair Labor Standards Act (FLSA) has kept pace with the latest legal changes. Join us for a refresher on the latest developments in wage and hour laws, including key court decisions, salary threshold changes, and practical strategies to avoid compliance missteps—so your district doesn't get caught in detention by the Department of Labor.

Tackling Title IX Confidence: Conducting Legally-Compliant Title IX Investigations in K-12 Schools

Risk Management

Presented by Liz DeChellis, Partner and Director of Title IX Services, AWI-CH & Lexi Weyrick, Attorney Investigator and Adjudicator, AWI-CH

In this ever-changing Title IX landscape, K-12 administrators need tools to ensure they are adequately prepared to conduct investigations that are both legally compliant and practically effective. This 90-minute training will provide an engaging, accessible overview of the investigative process under Title IX, with a focus on how recent regulatory changes impact day-to-day practices. Participants will learn the critical steps of a defensible Title IX investigation—from intake and evidence collection to interview strategies and documentation—while also addressing common pitfalls and challenges unique to K-12 settings. Using scenarios and real-world examples, the training will highlight how investigators can balance fairness, transparency, and compliance, especially in complex or sensitive cases.

By the end of the session, attendees will leave with concrete tools, greater confidence, and a clear framework for conducting investigations that withstand scrutiny while fostering equitable outcomes for all parties involved.

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The Dos and Don'ts of Managing ADA, FMLA in the School Environment

Risk Management

Presented by Jonathan Mayes, Partner at Bose McKinney & Evans LLP

Studies show that learning outcomes are driven by students attending school and being taught by their classroom teachers. An attorney experienced in labor and employment laws with particular application to the educational environment will provide extensive, practical guidance on the pitfalls and how to better manage human resources in challenging leave situations to achieve those learning outcomes.

Tweeting on Thin Ice: Case Law on Educators' Social Media Use and Free Speech Rights

Risk Management

Presented by Anthony McDaniel, Attorney at Guin Mundorf, LLC

An overview of key court decisions shaping how schools should respond when staff online activity collides with professional expectations and district policy. This presentation examines the challenges and responsibilities of free speech in the digital age. We will explore where free expression ends, and professional responsibilities begin; as well as evolving legal, ethical, and practical considerations that shape the balance between personal voice and an employee's responsibility to the district.

What can possibly go wrong, the trials and tribulations of recruitment, selection and hiring

Risk Management

Presented by Sara Boucek, Partner, krihaboucek

Come join attorneys explore the good, bad, and ugly of the employment recruitment, selection and hiring process.