

Session Titles and Descriptions
AASPA 2025 School HR Virtual Boot Camp
Wednesday, August 20 - Thursday, August 21
(All sessions will be presented in CST.)

ADA: A Guide to Reasonable Accommodations and the Interactive Process

Risk Management, Talent Development, Training & Development

Presented by Frank Valenzuela, Partner & Joshua Harper, Partner, Martin, Disiere, Jefferson & Wisdom, LLP, Dallas, TX

This session will explain the types of accommodations that constitute *reasonable* accommodations under the Americans with Disabilities Act and how to conduct the interactive process.

Building Your District's Digital Brand: Attracting and Retaining Top Talent

Strategy, Talent Acquisition, Recruitment

Presented by David Robertson, Assistant Superintendent of Human Resources, Vacaville Unified School District, Vacaville, CA

In today's competitive hiring landscape, a strong digital brand is essential for attracting and retaining high-quality talent in your school district. This session will explore practical strategies for enhancing your district's employer brand through targeted recruitment marketing, digital media storytelling ideas and meaningful employee experiences. Learn how to craft impactful job postings, leverage social platforms to showcase your district's culture, and design an onboarding experience that drives retention. Walk away with actionable tips to elevate your district's visibility and become an employer of choice.

Civil Rights Foundations

Risk Management, Talent Development, Performance Management

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

This one-hour session offers K–12 administrators a practical overview of key federal civil rights laws as they apply to school employees. Covering Title VI, Title VII, Title IX, and Section 504/the ADA, the session will cover common risk areas such as hiring practices, workplace harassment, accommodations, and retaliation claims. Through real-world scenarios and clear guidance, participants will gain the tools they need to recognize potential issues early, respond appropriately, and support a lawful and professional work environment across their schools.

Employee Discipline

Risk Management, Talent Development, Training & Development

Presented by Kristin Trapp, Attorney, Best & Flanagan, Minneapolis, MN

Session Description Coming Soon!

HR 101. So You've Been Hired in HR! Now What?

Strategy, Talent Development, Training & Development



Presented by Jessica Bennington, Executive Director of Human Resources, Ogden City School District, Ogden, UT

Learn the basic functions and responsibilities of the HR department including, recruitment, employee relations, compliance, and training and development. Participants will also get a glimpse into HR policies, workplace safety, and legal considerations.

FLSA Fundamentals: Navigating Fair Labor Standards Act in Schools

Risk Management, Talent Development, Training & Development

Presented by Alicia Currin-Moore, Attorney, Walsh Gallegos Kyle Robinson & Roalson P.C., Oklahoma City, OK

Welcome to the world of the Fair Labor Standards Act—where one missed timesheet can turn into a federal case (literally). We'll untangle the confusion around exempt vs. non-exempt staff, comp time, and those tricky “off-the-clock” tasks school employees love to do. After this session, you'll be the hero who keeps the district compliant and lawsuit-free!

FMLA Fundamentals for School HR: Compliance, Quirks and Key Responsibilities

Risk Management, Talent Development, Training & Development

Presented by Jeremy Neff, Shareholder, Ennis Britton, Cincinnati, OH

This session provides a comprehensive guide to the Family and Medical Leave Act (FMLA) for K-12 HR professionals. Attendees will gain a deeper understanding of FMLA eligibility, notice requirements, and the unique challenges schools face in managing leave requests. With real-world examples, case studies, and practical tips, the presentation will explore employer obligations, record-keeping standards, and common FMLA compliance pitfalls. Learn how to handle intermittent leave, military family leave, and ensure proper

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communication and documentation to protect both the district and its employees from legal risks. Whether you're a seasoned HR professional or new to FMLA, this session will equip you with the tools to navigate this critical area with confidence.

Fostering Equity in Education: HR Perspectives and Practices

Experience Management, Total Rewards, Work-Life Integration



Presented by Michele Stephens, Chief Human Resources Officer, Rockdale County Public Schools, Conyers, GA & Dr. Joiet Wesley, Assistant Dean with the School of Education at Clark Atlanta University

In this session, we will explore innovative strategies and best practices for promoting equity in educational environments. Participants will gain insights into the critical role HR plays in fostering inclusive policies, supporting diverse staff, and creating equitable opportunities for all students. Through interactive discussions, attendees will learn how to implement effective inclusive initiatives, address systemic barriers, and cultivate a culture of belonging within educational institutions. Join us to discover how HR leadership can drive meaningful change and advance equity in education.

Stay & Check-In Interviews: Building Teacher Retention Through Meaningful Conversations

Experience Management, Total Rewards, Work-Life Integration

Presented by Tamela Crawford, Executive Director of HR, Midlothian ISD, Midlothian, TX

Effective recruitment and retention strategies go beyond hiring; they focus on fostering a positive work environment where employees feel valued and heard. This session will explore the benefits of regular employee check-ins and stay interviews as proactive tools for improving job satisfaction, identifying concerns before they lead to turnover, and enhancing workplace culture. Participants will learn best practices for conducting meaningful conversations, gathering actionable feedback, and implementing changes that support long-term employee engagement and retention.

Title IX Updates

Risk Management, Talent Development, Performance Management

Presented by Kaitlin Atlas, Partner, Franczek P.C., Chicago, IL

This session will provide a brief history of the Title IX regulations, a summary of recent legal and regulatory changes, and best practice tips for engaging in a Title IX investigation. This session will have particular relevance to school personnel professionals given their role in the Title IX process, often serving as Title IX Coordinators or Investigators, and making personnel decisions based on the outcomes of Title IX investigations. Time will be reserved for questions.

Using AI in Human Resources



Process Management, Talent Development, Training & Development

Presented by Stacey Geiger, Human Resources Manager & Paulette Kerzmann, HR Generalist, Bismarck Public Schools, Bismarck, ND

Using AI in Human Resources to enhance efficiency by providing instant access to employee information, updating job descriptions (using to develop interview questions & matrix), policies (developing letters of reprimand, improvement plans), and answering questions related to benefits along with general HR questions (Chatbot). Streamline hiring through automated application reviews, ensuring the best-fit candidates for positions. AI-powered tools facilitate job placement by matching applicants with roles based on skills and organizational needs. Improving internal communication by delivering timely and personalized updates to employees. Automating routine HR tasks, reducing administrative workload, enhancing decision-making, and improving the overall employee experience.

What's Crucial about Crucial Conversations?

Experience Management, Talent Development, Performance Management



Presented by Dr. Dale Fisher, Assistant Superintendent for Human Resources, Deerfield Public School District 109, Deerfield, IL

In this presentation, we will explore the art of having crucial conversations. In our roles as HR leaders, we all encounter situations where stakes are high, opinions vary and emotions run strong. These conversations can make or break relationships, projects and even careers. We will learn the key principles of crucial conversations and how to apply them to navigate challenging situations with confidence and skill. We will also discuss common pitfalls to avoid and best practices to follow for effective communication, mutual understanding and positive outcomes. Join me for a dynamic and engaging session that will help you master the art of crucial conversations.

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