

Session Descriptions
2025 School HR Summer Boot Camp
June 12 - 13, 2025 – JW Marriott Minneapolis Mall of America
Minneapolis, MN

Back to Basics: Title IX Under the Current Rule

Risk Management, Talent Development, Training & Development

Presented by Lauren Kingsbeck, Associate, Ratwik, Roszak & Maloney, P.A., St. Paul, MN

In January 2025, the U.S. Department of Education announced that it will be returning to the 2020 Title IX rule. This presentation will cover the 2020 Title IX rules, address the impact returning to the 2020 rule has had on schools, and best practices to use during the grievance process.

Blueprint for Success: Mapping a Comprehensive Strategic Plan for Teacher Recruitment & Retention

Process Management, Talent Acquisition, Recruitment

Presented by Cris Seidel, Director, Educate Kansas - Greenbush USD #609, Girard, KS

Educator vacancies nationwide have reached an all-time high, influenced by complex and multifaceted challenges. To address this crisis, leaders must cultivate innovative approaches to attract high-quality candidates to the profession and retain the talented educators they currently employ. This session will explore innovative approaches for recruiting and retaining top talent, with an emphasis on crafting an individualized strategic plan. Participants will learn how to identify barriers, leverage assets and develop a comprehensive total rewards roadmap. Attendees will leave equipped with practical templates and actionable tools for designing customized plans that address the unique challenges of educator recruitment and retention in their organizations.

Engaged & Empowered: Defining and Driving Employee Engagement

Strategy, Talent Acquisition, Planning & Preparation

Presented by Dan Swartz, Assistant Superintendent, Clarke County School District, Athens, GA

Explore what engagement really means, why it matters, and how to create an environment where employees feel valued, connected, and motivated. Discuss key drivers of engagement and walk away with actionable strategies to increase engagement in your workforce.

Every Piece Matters: Crafting an Intentional Hiring Process for Teachers

Strategy, Talent Development, Training & Development

Presented by Chelsea Clark, Executive Director of Human Resources, Auburn-Washburn USD 437, Topeka, KS

In today's competitive education landscape, attracting exceptional teachers requires more than simply filling open positions. It demands a thoughtful, strategic approach where every step of the candidate experience is intentional and impactful. From the initial application to personalized onboarding, each interaction plays a critical role in shaping a candidate's perception of your district.

Federal Enforcement in 2025: What is Old is New Again

Risk Management, Talent Development, Training & Development

Presented by Adam Blaylock, Attorney, Miller Johnson, Detroit, MI

Adam Blaylock will present on enforcement initiatives and risks from the new administration. Review and analysis of new guidance from the Department of Labor, Equal Employment Opportunity Commission, and the U.S. Department of Education and their impacts on Human Resources Professionals across the education space.

FLSA Update: Navigating Wage and Hour Issues

Risk Management, Talent Development, Training & Development

Presented by Richard Verstegen, Attorney, Boardman Clark, LLP, Madison, WI

Wage and hour issues continue to present challenges within school districts. School districts continue to raise questions related to classification for employees who may be exempt or nonexempt under the law. In addition, some districts may raise questions about employees working in two different positions for the same district. This presentation will address these questions and strategies for addressing these issues. In addition, with the change to the Trump Administration, and the introduction of a new Secretary for the Department of Labor, schools will also need to be aware of potential changes in interpretations of the law and the possible introduction of new administrative rules. Such changes could include revisions to overtime and regular rate, exemptions, independent contractors, and minimum wage. This presentation will also include scenario discussions, case law updates, and enforcement considerations.

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FMLA Boot Camp Basics

Risk Management, Talent Development, Training & Development

Presented by Jim Martin, Attorney, Martin Law Firm PLLC, Eden Prairie, MN

This presentation will provide an overview of covered employer and employees under the FMLA, describe employees' rights and responsibilities under the FMLA, qualifying reasons for leave, the leave process, process for requesting leave and what an employee can expect before and after the leave.

From Draft to Craft: Perfecting Your Employee Handbook

Risk Management, Talent Development, Training & Development

Presented by Holly McIntush, Partner, Thompson & Horton, LLP, Dallas, TX & Rebecca Bailey, Partner, Thompson & Horton, LLP, Houston, 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!"

HR 101: Creating Efficient HR Processes for Your District

Strategy, Talent Development, Training & Development



Presented by Jodie Graham, Executive Director of HR, Ankeny Community School District, Ankeny, IA

HR 101: Creating Efficient HR Processes for Your District is an interactive workshop designed to help you streamline and improve your district's HR functions. In this session, participants will gain a comprehensive overview of how to create efficient HR processes, with a focus on practical strategies and actionable tips. After the presentation, you'll have the opportunity to choose an HR process within your district that you'd like to improve and collaborate with fellow attendees during dedicated brainstorming time. This workshop fosters an environment of idea-sharing and problem-solving, ensuring you leave with new insights and strategies to enhance the HR functions in your district.

KEYNOTE: Stop Justing, Start Shifting: Supporting Every Brain at Work

Strategy, Talent Acquisition, Planning & Preparation

Presented by Stephanie Powell, Brain Science Strategist, AuDHD Speaker, Shift Storm, Fort Worth, TX

We don't tell asthmatics to just breathe — so why do we tell people to just focus, just calm down, or just try harder? In a world built for sameness, we've been trained to "just" our way to success, but what happens when "just" doesn't work?

In this bold and brain-based keynote, speaker and strategist Stephanie Powell challenges the default systems we've inherited in education and leadership — systems that reward compliance over cognition and burnout over belonging. With humor, honesty, and hard-hitting science, Stephanie breaks down what it really takes to support every brain at work — even the ones that don't know they need it. Whether you're leading a team, hiring talent, or simply trying to stay afloat in the noise, this session offers a shift in perspective, a spark of hope, and a strategy you can actually use.

Navigating Difficult Conversations with Emotional Intelligence

Risk Management, Talent Development, Training & Development



Presented by Jodie Graham, Executive Director of Human Resources, Dr. Jeffry Grassmeyer, Principal and JD Hunter, Principal, Ankeny Community School District, Ankeny, IA

In this interactive session, participants will learn how to navigate tough conversations with empathy, self-awareness and emotional intelligence (EI). Through practical strategies and real-life scenarios, attendees will explore how to stay calm, listen actively and express their thoughts constructively, ensuring that the conversation leads to positive outcomes. Participants will also learn how to recognize and manage their own emotional responses, understand others' perspectives and resolve conflicts with respect and professionalism. Whether you're handling feedback, addressing conflict, or managing misunderstandings, this session will empower you to communicate with emotional intelligence and make a meaningful impact.

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New Teacher Induction Program and Support

Process Management, Talent Acquisition, Recruitment

Presented by Bonnie Toffoli, Director of Talent Acquisition and HR Compliance, Orange County Public Schools, Orlando, FL

In this session, you will learn the purpose of the Orange County Public Schools (OCPS) New Teacher Induction Program, which focuses on supporting beginning teachers in applying the foundational principles of the Florida Educator Accomplished Practices (FEAPs) established by state statutes. Each year, we begin with a Kick-off that welcomes beginning teachers to the district, provides professional learning on classroom management, and creates a positive learning environment through setting high expectations and building relationships. To customize professional learning and to meet the specific needs of beginning teachers, a “Menu of Learning” has been developed and consists of choice, Standards-Aligned professional learning sessions. In addition, the induction program supports school-based onboarding and is grounded in the OCPS Strategic Plan, which outlines the vision and mission for our district.

Overview of the Americans with Disabilities Act ("ADA")

Risk Management, Talent Development, Training & Development

Presented by Jim Martin, Attorney, Martin Law Firm PLLC, Eden Prairie, MN

This presentation will provide an overview of the Americans with Disabilities Act (ADA), covering its key provisions, requirements, such as reasonable accommodations and implications for school organizations.

Ten Steps for Schools to Take When Conducting Investigations to Address Federal, State, and Internal Complaints

Risk Management, Talent Development, Training & Development

Presented by Katharine Saphner, Attorney & Gavin Keogh, Associate Attorney, Knutson, Flynn & Deans, P.A., Mendota Heights, MN

This presentation will cover the basics that schools need to know about properly addressing federal, state, and internal complaints and the investigations that follow. The ten steps are designed to give schools a roadmap that will carry them from complaint intake and review to investigation logistics and through resolution and potential disciplinary action and other consequences.

The Secret Sauce: Leading the Supervisor-HR Connection

Risk Management, Talent Development, Training & Development

Presented by Chelsea Clark, Executive Director of Human Resources, Auburn-Washburn USD 437, Topeka, KS

We ALL do HR: this is your key to unlocking manager autonomy. Learn how to build trust, foster open communication, and equip managers with the tools to handle day-to-day HR tasks confidently. This session will also show you how to guide managers in doing the right thing in progressive discipline—without relying on rigid rules or templated processes. By empowering them to be the “CEO” of their department, you’ll not only lighten your HR load but also strengthen leadership across the board. Join us to discover how to create a culture where managers thrive in managing their teams with confidence, fairness, and finesse.

“Well, You Don’t See That Every Day”: Addressing Employee Discipline in Public School Districts

Risk Management, Talent Development, Training & Development

Presented by Kaylynn Johnson, Associate, Ratwik, Roszak & Maloney, P.A., St. Paul, MN

As a new school year approaches, join us for a session on employee discipline in public school districts, led by attorney Kaylynn A. Johnson of Ratwik, Roszak & Maloney, P.A. This presentation will provide an overview of employee discipline and practical strategies for handling employee discipline in an effective and uniform manner. Attendees will gain insights into best practices, recent legal developments, and how to navigate a variety of employee performance issues.

***Topics are subject to change.**



= pHCLE certified presenter