

Session Descriptions

2025 School HR Winter Boot Camp

June 12 - 13, 2025 – JW Marriott Minneapolis Mall of America
Minneapolis, MN

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.

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, & Kala Green, Coordinator, 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.

Employee Investigations and Pitfalls

Risk Management, Talent Development, Training & Development

Presented by Jake Bacon, Assistant Superintendent, Hermiston School District, Hermiston, OR

Join Jake Bacon as he explores the complexities of workplace investigations, lawsuits and general employment matters within the education sector. This session will delve into the challenges faced post-COVID, the evolving workforce and the impact of hiring nontraditional teachers. Learn from real-world experiences and discover strategies to navigate common pitfalls in today's dynamic educational landscape.

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.

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.

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

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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.

From Draft to Craft: Perfecting Your Employee Handbook

Risk Management, Talent Development, Training & Development

Presented by Holly McIntush, Partner & Rebecca Bailey, 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!"

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.

Navigating Difficult Conversations with Emotional Intelligence

Risk Management, Talent Development, Training & Development

Presented by Jodie Graham, Executive Director of HR, 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.

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.

Successful and Respectful Employee Disciplinary Decisions

Risk Management, Talent Development, Training & Development

Presented by Gregory S. Madsen, Attorney, Kennedy & Graven, Chartered, Minneapolis, MN

This presentation will focus on best discipline practices, including respecting the rights and responsibilities of both school employees and school-district employers, establishing and enforcing employee performance standards and emphasizing the importance of honest, even-handed performance evaluations.

***Topics are subject to change.**