

Session Titles and Descriptions
AASPA Personnel Administrator Boot Camp
February 2-3, 2023 – Dallas/ Addison Marriott Quorum by the Galleria, Dallas, TX

5 Shifts to Address the National Educator Shortage

Strategy: Talent Acquisition

Presented by Kelly Coash-Johnson, Executive Director, American Association of School Personnel Administrators, Overland Park, KS

As the demand for public education increases, states will continue to struggle to recruit and retain high-quality educators. In 2022 AASPA hosted a national educator shortage summit, bringing together representatives from state departments of education, higher education institutions and PK-12 Districts. The results of this gathering include a comprehensive and systematic call to action that puts forth recommendations and strategies that can be used to chart a pathway forward. This session will explore the current national snapshot of the educator shortage and dive into strategies and ideas for PK-12 human capital leaders.

From Theory to Practice: How Pickering, Connick, and Garcetti guide School HR with Employee 1st Amendment Rights on social media.

Risk Management: Talent Development

Presented by Jason Liewehr, Executive Director of Human Resources, Denton ISD, Denton, TX

21st century social media continues to evolve; however, the first amendment remains the same since its inception in the 18th century. Cases such as *Pickering v. Board of Education (1968)*, *Connick v. Myers (1983)* and *Garcetti v. Ceballos (2006)* guide legal scholars on public employee first amendment issues. This session lays the foundation for applying a legal framework and local policy to educate employees of free speech issues.

FLSA Update: Navigating Wage and Hour Issues in 2023

Risk Management: Total Rewards

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

Wage and hour issues continue to present challenges within school districts. The pandemic raised many questions related to compliance with wage and hour issues, including questions related to overtime, hours worked and exemptions. The Department of Labor issued guidance on these issues, including challenges with remote working by employees. With the Biden Administration, there have been changes in interpretations of the law and considerations of changes to the minimum wage and overtime exemptions. This presentation will provide an overview of the law, scenario discussions and an update on many of the changes to ensure that your district stays legally compliant with the FLSA and wage and hour laws.

The Top 10 FMLA Pitfalls to Avoid

Risk Management: Total Rewards

Presented by Mari McGowan, Director/Shareholder, and Rebecca Bradley, Senior Associate, Abernathy, Roeder, Boyd & Hullett, McKinney, TX

This session will address the Top 10 issues encountered with FMLA both through recent cases and guidance from the Department of Labor. The goal of the session is to provide a solid foundation for many of the complex challenges faced with employee FMLA leave.

How to Hire a Teacher

Strategy: Talent Acquisition

Presented by Marion Stout, Director of Human Resources, Montgomery County ESC, Dayton, OH

This session will give you the basics of all the phases of teacher recruitment. We will discuss job posting, sourcing, screening, interviewing, making the hiring decision and welcoming the new teacher to your school district.

HR 101

Process Management: Talent Development

Presented by Marion Stout, Director of Human Resources, Montgomery County ESC, Dayton, OH

HR 101 will provide registrants with the basic processing of HR issues throughout the school year.

Investigations of Alleged Employee Misconduct

Risk Management: Talent Development

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

Allegations of employee misconduct trigger investigation processes. Human resources administrators often play an important role in guiding the process and assuring that all political, procedural and legal principles are taken into account. This role can be challenging, especially considering the various policies that may be triggered depending on the type of misconduct involved. This presentation will provide an overview of the investigation process, scenario discussions and related considerations such as law enforcement involvement, child abuse reporting, records creation and other issues.

My Employee Did What? Responding Effectively When an Employee “Breaks Bad”

Risk Management: Talent Development

Presented by Jackie Gharapour Wernz, Partner, Thompson & Horton LLP, Dallas, TX

What do you do when someone claims an employee “breaks bad”? Whether it’s an allegation of inappropriate social media conduct outside of school, breaking the rules for speech or curriculum in the school building, or sexual harassment against a student, this session will help you handle these

issues sensitively and in a way that minimizes risk for your district. Topics covered will include First Amendment speech and religion protections, Title IX and Title VII sexual harassment and general employee discipline principles.

Onboarding is more than Orientation

Experience Management: Talent Development

Presented by Dr. Chad Teague, Chief Human Resource Officer, McKinney ISD, McKinney, TX

One of the key factors in retaining quality employees is building relationships and this starts with onboarding. This interactive presentation will walk participants through the onboarding process from the recommendation to hire to the orientation to the mentoring programs needed to retain the best teachers and employees.

I Thought School was a Local Issue?

Risk Management: Talent Acquisition

Presented by Robert Schindler, Attorney, Miller Johnson, Detroit, MI

In this presentation attorney Robert Schindler will do a survey of important issues surrounding the myriad federal laws impacting school HR. The presentation will provide information on the whole alphabet soup of federal statutes - ADA, FLSA, ADEA, PDA, Title VII, Title IX, and FLSA. While all of these federal statutes will be discussed, there will be special emphasis on the Americans with Disabilities Act.

Recruiting and Retaining Diverse Candidates Experience Management:

Experience Management: Talent Acquisition

Presented by Dr. Robert Stewart, Assistant Superintendent Division of Human Resources, and Leah Zavala, Teach Denton Coordinator, Denton ISD, Denton, TX

In Denton ISD, we are committed to recruiting and retaining a richly diverse workforce to serve our students and our community. We recognize the value of ensuring that our students' and families' cultural heritage, language, and traditions are reflected in their teachers' experiences, as well. Come hear how Denton ISD's innovative Teach Denton program is providing a teacher pipeline for Denton ISD schools. In this session you will gain the knowledge, tools and ideas on how to create and implement a "grow your own" program in your district and how to include diversity, equity and fidelity. We know that many of you share these priorities, and we look forward to exchanging ideas to grow in this vital area. We want to learn from you, as well as share our own experiences. We are in this together and we will leave energized and excited!

Recruiting on Social Media

Process Management: Talent Acquisition

Presented by Erin Howell, Director of Marketing & Communications, and Taylor Tamang, Strategic HR Partner, Experience Management Institute, Delaware, OH

Many districts and organizations are using social media for recruiting. Not sure where to start? In this session, we'll dive into five commonly used social media platforms and walk-through pros and cons of each. Our experts will share strategies to get started and real-world examples of successes.

Title VII and the ADA: What You Need to Know

Risk Management: Talent Development

Presented by Frank Valenzuela and Laura O'Leary, Attorneys, Fanning Harper Martinson Brandt & Kutchin, PC, Dallas, TX

Personnel administrators must address complaints of discrimination and retaliation and field requests for accommodations on a regular basis. This session will describe the provisions of Title VII and the Americans with Disabilities Act and explain the processes to follow to ensure that employees are treated fairly and to reduce exposure to potential liability.

Title IX

Risk Management:: Talent Development

Presented by Joseph Urban, Attorney, Clark Hill Law Firm, Birmingham, MI

Join Joseph Urban as he presents a session on Title IX of the Education Amendments of 1972 and related laws. The presentation will cover the origins of Title IX, definitions of sexual violence and misconduct, the designation of responsible employees, and reporting and investigation procedures. The session, meant to be an overview of Title IX will also provide a brief preview of anticipated upcoming amendments to the Act and thoughts on implementation.

Utilizing a Director for Recruitment and Retention

Strategic: Talent Development

Presented by Dr. Chad Teague, Chief Human Resource Officer, McKinney ISD, McKinney, TX

Teachers are leaving the profession at a greater rate and fewer people are entering the profession emphasizing the importance of recruitment and retention in education. McKinney ISD created a Director for Recruitment and Retention to meet these needs. This presentation will identify the benefits and challenges associated with the position whose prime focus is recruitment, mentoring and acknowledgements.