

A blue rectangular graphic with green decorative arcs. It features a circular portrait of Jenny Brennan on the left. The text on the right reads: "MEMBER VOICES", "AS A SMALLER DISTRICT AND HR DEPARTMENT, IASPA ALLOWS FOR COLLABORATION AND CONNECTION WITH DISTRICTS OF ALL SIZES. THE FORUM IS AN INVALUABLE RESOURCE PROVIDING INSIGHT AND SUPPORT FOR NUMEROUS TOPICS AND SITUATIONS. IT'S A PLACE TO CONNECT AND KNOW YOU'RE NOT ALONE IN THE DAY TO DAY CHALLENGES OF THE EDUCATION HR WORLD.", "JENNY BRENNAN", "DIRECTOR OF HR/PERSONNEL ADMIN", "WILLIAMSVILLE CUSD 15", "IASPA MEMBER SINCE 2018". The IASPA logo is at the bottom left.

Why are you an IASPA Member?

## Legislative Call to Action

### Notice to Remedy: SB 2914

[SB2914](#) has passed out of Committee. We encourage you to contact your Democratic House Legislators and consider sharing the following talking points:

A notice to remedy is intended to be a corrective step by providing an employee with a clear opportunity to improve before dismissal is considered. By the time this notice is issued, the employee has typically already gone through earlier steps in the progressive discipline process.

This proposal would introduce a formal arbitration process at that early stage, which raises several practical concerns for school districts:

- Arbitration can be a way to erase any record of misconduct. If an arbitrator orders the NTR is invalid, it is erased from a teacher's personnel record, putting future students at risk.
- Without this accountability, misconduct behaviors are allowed to continue or escalate.
- Shifts (or potentially invalidates) decision-making away from locally elected school boards to individuals who are not accountable to the school community.
- Local school boards and administrators need the ability to act quickly to protect students. Arbitration creates additional delays in addressing ongoing performance concerns before students are harmed (particularly in boundary violation/early grooming situations).

In the event that you contact your legislator, please notify Alison Maley, Government & Public Relations Director at the Illinois Principals Association ([alison@ilprincipals.org](mailto:alison@ilprincipals.org)); she is tracking all management efforts related to this bill in case an amendatory veto needs to be sought. Thank you!

# Professional Learning Opportunities Survey

We have ideas. You have experience. Let's combine them. Take our very short survey to help shape what comes next.

It's quick, it's painless, and yes, there's a chance to win IASPA swag featuring our new brand. Help us help you, and maybe score some new gear in the process.



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## Webinar Wednesdays

*All Dates | Virtual*

Did you know that IASPA is offering more Webinar Wednesdays this year? From Streamlining Recruitment to FMLA to Mandated Trainings, join us for a quick and easy way to learn more about various topics in school human resources. Next up:

**Mandated Trainings - May 20**

**Records Management - June 3**

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## IASPA Job Board

### Currently Posted Positions:

- Human Resources Manager
- Benefits Coordinator
- Executive Assistant for HR
- Assistant Director of Finance & Operations
- General Counsel
- Enrollment Manager
- Chief Communications & Community Engagement Officer
- Executive Assistant to Superintendent
- Communications Coordinator
- HR Specialist
- Chief Student Support Officer
- Chief Business Officer
- Assistant Principal

**Post a job today!**



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# Spring Summit - Legal

Join us for the IASPA Spring Summit on May 28, 2026 at the NIU Naperville Campus:

Session 1: **Door 1 (Dismissal!) or Door 2 (Resignation!): Legal Strategy and Foundational Work Required in Employee Separations**

James Petrunaro & Melissa Sobota, Franczek

Session 2: **AI In the Workplace - Legal Standards and Practical Guidance**

Dawn Hinkle & Abby Rogers, Engler, Callaway, Bassten, & Sraga, LLC

Session 3: **From Posting to Placement: Avoiding Legal Pitfalls in School Hiring**

Jeff Goelitz, Hodges Loizzi

Session 4: **Rewriting the Record: Why Job Descriptions Matter More Than You Think**

Stephanie Jones, F3 Law

Session 5: **Panel Discussion - Ask Anything!**

Nicki Bazer, Franczek

Jeff Goelitz, Hodges Loizzi

Stephanie Jones, F3 Law

[Register Now - Space is Limited!](#)



*Thank you to our Law Firm Partners!*



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