

# IASPA THIS WEEK



September 16, 2025 IASPA.org

Join Today!

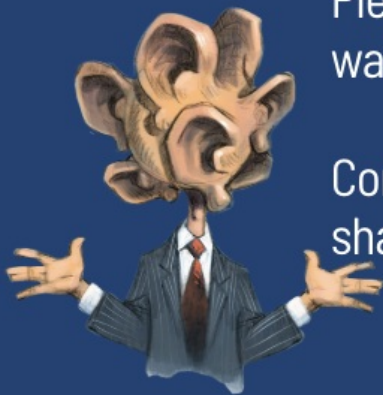
IASPA LinkedIn

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IASPA: We support the Human Resources professionals that support our schools

## Last Chance to share your thoughts, ideas and dreams.



We're all EARS.  
Please let us know what you want to see in **PD from IASPA**.

Complete this short survey to share your ideas and opinions.

PD Survey

Annual Conference Sessions

Presenting Opportunities

User Sessions That You'd Like To See

Share your thoughts.

# Introducing: IASPA LAW PARTNERS

School Admin that perform HR functions in the school district environment cannot do their jobs effectively without the support of legal counsel. **These** are the IASPA Law Partners which work with school districts in Illinois on HR-related issues.

We are grateful for their support of IASPA and its members.



To learn **MORE** about these Law Partners, **Click Below**



IASPA Law Partner Directory

## HR Essentials: THURSDAY

Tickets still available for HR Essentials. **ACT FAST** for yours.

# Administrator Academy

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Admin Academy:  
Essentials of  
School HR  
Room 256

This course provides HR Administrators with information about the key responsibilities of the Human Resources role and the essentials of the work of the HR Office. The presenter will cover the various standards an administrator needs to be aware of in the management of human resources and operational procedures.

Dr. Kimberly Chambers (Executive Director, IASPA)

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## Breakout Session #1

Skyward Q Tips and  
Tricks

Room 260

Unlock the full potential of Skyward Q! This session will equip school HR professionals and administrators with time-saving shortcuts, hidden features, and practical strategies to streamline your daily work. Whether you're a Skyward rookie or a seasoned user, you'll leave with actionable tips to boost efficiency and reduce frustration.

Kim Nordvall & Brian Watkins

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Efficiencies in the HR  
Office

Room 261

Ready to work smarter, not harder? This session will explore practical tools, streamlined processes, and technology solutions to help HR professionals reduce paperwork, improve communication, and create smoother workflows. Walk away with ideas you can implement immediately to maximize productivity and minimize stress in your HR office.

Bridget Bryant

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Beyond Day One:  
Building Lasting

Employee

Connections

Room 265

The hiring paperwork may be done, but the relationship is just getting started. This session explores how HR professionals can meaningfully engage with staff beyond the onboarding process. From touchpoints to traditions, learn strategies to foster lasting relationships, build trust, and keep employees feeling seen, heard, and valued!

Jen Ng & David Bruno

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IMRF: The Glass Half  
Full

Ballroom

This session is designed for active IMRF members who want to gain a clearer picture of their retirement and benefit options. Learn how to qualify for a Tier 1 or Tier 2 pension, how pensions are calculated, and what benefits (including disability, death, and Voluntary Additional Contributions) are available to you. Whether you're early in your career or planning ahead, this presentation will help you see your IMRF glass as half full — and filling fast!

Rebecca Alanis

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# Breakout Session #2

## TRS for HR Manager Room 260

This session will provide HR managers with essential information about the Teachers' Retirement System (TRS) of Illinois. Learn key processes, timelines, and compliance requirements to effectively support your employees and avoid common pitfalls. Whether you're new to TRS or looking for a refresher, this session will equip you with practical knowledge and tools to navigate TRS with confidence.  
**Sandie Benhardt**

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## Work It With Workflows Room 261

Tired of chasing paperwork and manual tasks? This session will show you how to leverage workflows to automate, organize, and simplify your HR office operations. Discover how smarter systems can save you time, reduce errors, and help your team stay focused on what matters most. Get ready to "work it" – and leave with actionable ideas to bring new efficiency to your daily processes!  
**Mel Fisher & Chrissie Popper**

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## Legal Updates Room 265

Stay ahead of the curve with the latest legal developments impacting school HR. This session will cover recent legislative changes, emerging compliance requirements, and key cases that could affect your policies and practices. Walk away with actionable insights to keep your district aligned with current laws and best practices.  
**Laura Knittle and Susan Best**

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## IMRF: The Glass Half Full Ballroom

This session is designed for active IMRF members who want to gain a clearer picture of their retirement and benefit options. Learn how to qualify for a Tier 1 or Tier 2 pension, how pensions are calculated, and what benefits (including disability, death, and Voluntary Additional Contributions) are available to you. Whether you're early in your career or planning ahead, this presentation will help you see your IMRF glass as half full – and filling fast!  
**Rebecca Alanis**

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# Breakout Session #3

Skyward Q Tips and  
Tricks  
Room 260

Unlock the full potential of Skyward Q! This session will equip school HR professionals and administrators with time-saving shortcuts, hidden features, and practical strategies to streamline your daily work. Whether you're a Skyward rookie or a seasoned user, you'll leave with actionable tips to boost efficiency and reduce frustration.

Kim Nordvall & Brian Watkins

Perks Without The Price  
Tag  
Room 261

Learn how this powerful tool helps attract and retain high-quality employees, enhancing your district's benefits package. Employer contributions into this plan are not credible earnings for TRS. This money can be used for any qualified medical expenses after you leave the district, regardless of age. This is the least expensive dollar of benefit you can provide your employees providing tax free benefits.

Debby Karton (NPPFA)

FMLA 1.0: A Beginner's  
Guide to Leave, Law  
and Letters  
Room 265

New to navigating FMLA? This session is your roadmap to understanding the basics of the Family and Medical Leave Act. We'll cover eligibility, required documentation, communication do's and don'ts, and key compliance points to help HR professionals manage leave requests with confidence. Walk away with tools and templates to take the guesswork out of FMLA administration.

Barb Erickson

Compliance Audits-  
ROE  
Ballroom

Compliance audits don't have to be stressful! Join this session to gain a clear understanding of what your Regional Office of Education (ROE) looks for during an audit, how to prepare your documentation, and best practices to stay organized year-round. Walk away with practical tips to build confidence and ensure your next audit goes smoothly.

Panel

# Breakout Session #4

Using AI in the HR Office  
Room 260

Curious about how artificial intelligence can support your HR work? This session explores practical ways AI tools can streamline processes, improve efficiency, and reduce administrative burdens in school HR offices. From drafting documents to organizing data, discover how AI can become your new favorite assistant – without replacing the human touch that makes HR meaningful

Dale Fisher

Efficiencies in the HR  
Office  
Room 261

Ready to work smarter, not harder? This session will explore practical tools, streamlined processes, and technology solutions to help HR professionals reduce paperwork, improve communication, and create smoother workflows. Walk away with ideas you can implement immediately to maximize productivity and minimize stress in your HR office.

Bridget Bryant

FMLA 2.0: When Things  
Get Complicated  
Room 265

Already know the FMLA basics? This session dives into the tricky situations that can leave even experienced HR professionals scratching their heads. We'll tackle intermittent leave, overlapping laws (like ADA and workers' comp), medical certifications, and handling leave abuse concerns. Get practical strategies to navigate complex scenarios while keeping your district compliant and fair.

Barb Erickson

Background Check Says  
What?  
Room 256

Background checks are more than just a box to check – they're critical to ensuring a safe, compliant school environment. This session will break down what HR professionals need to know about background screening requirements, interpreting results, and avoiding common pitfalls in the hiring process. Leave with practical tips to protect your district and make informed decisions when that background check says what?!

Luis Rodriguez and Natacia Campbell

Registrations NOW OPEN > >  
> > > > > > > > >

HR Essentials Registration



## NEXT UP

Topic:

AA #4047: Managing Bias In  
Hiring-Inclusive Hiring Practices

When:

Tuesday, October 21, 2025

Who:

**FOR COMPLETE  
MENU,  
DETAILS &  
REGISTRATION  
ON ALL SESSIONS**

**IASPA Events Catalog**

Dr. LeViis Haney  
Assistant Supt of Teaching and  
Learning, Glenbard D87



## IASPA Annual Conference

### Why Present at the IASPA Annual Conference?

The IASPA Annual Conference is the premier gathering of HR and administrative leaders from across Illinois. This year's Call for Presenters provides members and partners with focused content areas and flexible presentation formats. Presenting is your chance to share your expertise, elevate the profession, and make a lasting impact.

### Topics of Interest

The IASPA Conference Planning Committee is especially seeking proposals on:

- Legal & Compliance Updates (Faith's Law, I-9, licensure)
  - Staying Current with legal and compliance changes
  - Cultural Awareness & Investigations
  - Performance Management & Employee Discipline
  - Recruitment & Staffing in Tier 1/low-funded districts
- (Other HR and leadership topics are welcome.)

## CALL FOR PRESENTERS!

- ✓ Elevate the Profession
- ✓ Amplify Your Story
- ✓ Build Connections
- ✓ Personal & Professional Growth

### Details & Submission:

- Deadline for submissions: October 10, 2025
- Submit your proposal here: [IASPA Annual Conference 2026 – Call for Presenters](#)
- Presenters are not compensated and expenses are not covered.
- All presenters must register for the conference if their proposal is accepted.

**We can't wait to see the innovative ideas and expertise you'll bring to Naperville in January 2026!**

Call For Presenter SUBMISSION Form



**FOR COMPLETE  
MENU  
DETAILS &  
REGISTRATION  
ON ALL SESSIONS**

[Registration & Details](#)

# NEXT UP

Topic:

WW: Welcoming Global Talent:  
Leveraging the Power of J-1 Visa  
Educators

When:

Wednesday, September 24, 2025

Who:

Vicki Larson, Assistant  
Superintendent



Post your vacancy today!

## NOW HIRING!!

- Network & System Infrastructure Engineer
- Executive Director
- Payroll / Benefits Specialist

More Positions  
posted every week.

[JOB BOARD](#)

## IASPA CONNECT TOP TOPICS

- ISBE - Mandated School Trainings guidance has been posted
- Intermittent FMLA

IASPA

CONNECT

- Self Funded Health Insurance

Check out & join more conversations [HERE](#)



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Geneva, IL 60134 US

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