

IASPA THIS WEEK



September 9, 2025 IASPA.org

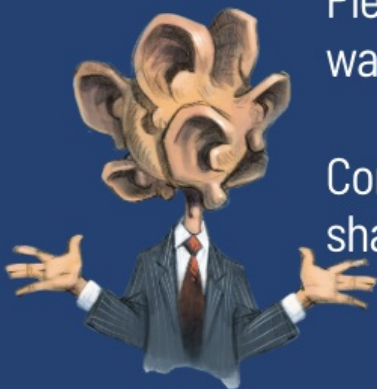
Join Today!

IASPA LinkedIn

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



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.



Welcome NEW Members

It is always exciting to see this community grow.
Please join us in WELCOMING these new members.

JULY & AUGUST

Carrie Szambelan, PHILIP J ROCK CENTER & SCHOOL
Scott Walton, HARVARD CUSD 50
Michelle Edwards, PROVISIO TOWNSHIP HSD 209
Emily Hudgins, ADLAI E STEVENSON HSD 125
Diana Carrera, NSSEO
Jill Coyne, CONS HSD 230
Abby Hostman, KILDEER COUNTRYSIDE CCSD96
Steven Speight, EVANSTON TWP HSD 202
Carol Debrowski, TRUENORTH EDUCL COOPRTV 804
Jennifer Adam, CUSD 303
Amber Morin, JOHNSBURG SD 12
Traci Strieter, LAKE VILLA CCSD 41
Mayra Reyes, CUSD 308
Donna Kelly, GLENBARD TWP HSD 87
April Palmer, BOURBONNAIS SD 53
Kim Sparkowski, NEW TRIER TWP HSD 203
Vivan Ayala, OAK PARK ELEMENTARY SD97
Anna Colaner, OAK PARK ELEMENTARY SD97
Dr. Markisha Mitchell, CUSD 308
Karen Cumpata, ELMHURST CUSD 205
Olivia Ivan, BELVIDERE DISTRICT 100

Caryn Thomas, LEYDEN CHSD 212
Meg Weekley, LAKE ROE 34
Nicole Englehart, PHILIP J ROCK CENTER & SCHOOL
Amy Bishop, HINDSALE CCSD181
Ann Hofmeler, EXCEPTIONAL LEARNERS
Kristy Keown, CENTRAL A&M CUSD #21
Megan Russell, BARRINGTON CUSD220
Tricia Sohst, YORKVILLE CUSD 115
Cathy Johnson, MUNDELEIN CONSOLIDATED HS 120
Esmeralda Mandujano, BELVIDERE DISTRICT 100
Jason Markey, LISLE CUSD 202
David Norman, GOLF SD 67
Melissa Reyes, BELVIDERE DISTRICT 100
April Miller, ZION ESD 6
Josh O'Brien, PLAINFIELD CCSD # 202
Josh Bulak, BATAVIA PUBLIC SD 101
Valarie Burroughs, VALLEY VIEW CUSD 365U
Rob Wegley, DEERFIELD SD 109



Celebrating Our 2025–2026 IASPA Business Partners!

At IASPA, our mission is clear: We support the Human Resources professionals who support our schools. This would not be possible without the incredible partnership of our Business Partners. Their investment helps us grow, innovate, and provide the best resources to our members. Please join us in celebrating and thanking them for their invaluable support this year!

Introducing

TASPA BUSINESS PARTNERS 2025-2026

PLATINUM
BUSINESS
PARTNER



RED ROVER



KICKUP

GOLD
BUSINESS
PARTNER

SILVER
BUSINESS
PARTNER

AMERICAN
FIDELITY
a different opinion



AMERICAN FIDELITY



BLOOMBOARD

Edustaff
Excellence in Staffing

EDUSTAFF, LLC



FRONTLINE

NPPFA 
BENEFITS
National Public Pension Fund Association

Formerly known as IPPFA BENEFITS

NPPFA BENEFITS

BRONZE BUSINESS PARTNERS



AMERGIS



BUSHUE BACKGROUND SCREENING



EFMLA, INC.



ESS



GLOBAL EDUCATIONAL CONCEPTS



OMNI THERAPEUTICS, INC



PUBLIC SCHOOL WORKS



STEELE BENEFITS



TYLER TECHNOLOGIES



UNIV. OF W. FL TEACHER READY

FRIENDS OF IASAPA PARTNER



DELTA T GROUP



ELITE RECOGNITION



NORTH CENTRAL COLLEGE



SWING EDUCATION



VERIFENT

To learn more about the IASPA Business Partners by visiting IASPA.ORG

IASPA BUSINESS PARTNERS

Next Week HR Essentials Sessions Sneak Peek

Administrator Academy

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)

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

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

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

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

Breakout Session #2

TRS for HR Manager 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.
Room 260
Sandie Benhardt

Work It With Workflows 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!
Room 261
Mel Fisher & Chrissie Popper

Legal Updates 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.
Room 265
Laura Knittle and Susan Best

IMRF: The Glass Half Full 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!
Ballroom
Rebecca Alanis

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



THANK YOU FOR ATTENDING!!!

It was so fun to see so many IASPA members join us for the SUMMER GRAND SLAM EVENT. We enjoyed a fun game with the Kane County Cougars, enjoyed some yummy food, and the company was fantastic as always. Thank you for being part of this supportive community.





IASPA ADMIN ACADEMIES

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

IASPA Events Catalog

NEXT UP

Topic:

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

When:

Tuesday, October 21, 2025

Who:

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



Are you interested in becoming more involved in IASPA?

You may consider running for a Board position. This year's open positions include:

****President-Elect** **Secretary** **Member-At-Large****

If you are interested in any of these Board positions, please submit a [Nominations Form](#). Forms are due by **September 12, 2025**. If there are multiple candidates interested in a position an election will be held in November 2025. New Board Members will take office at the IASPA Annual Conference in January 2026. Current IASPA Professional Members may hold office and have Association voting privileges.

Questions may be directed to the IASPA Nominations Chairperson, [Ed Piotrowski](#).

IASPA
WEBINAR
Wednesdays

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

Registration & Details

**NEXT
UP**

Topic:

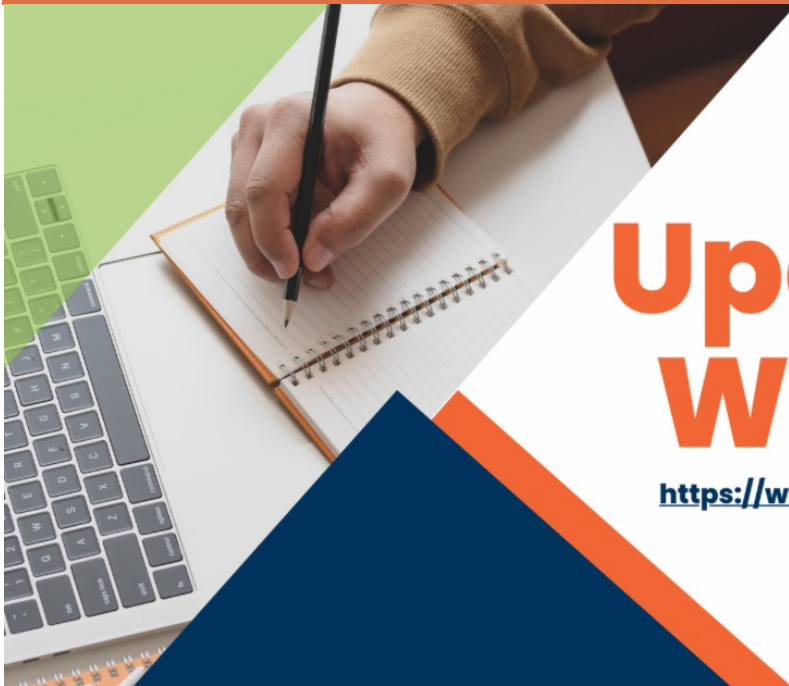
WW: Support Staff Mentoring,
2025

When:

Wednesday, September 10, 2025

Who:

Marci Conlin, Asst Supt of HR,
SD303
& Kristina Marbutt, Admin Asst -
Principal/SCESP President,
SD303



Upcoming Webinars

<https://www.aaspa.org/upcoming-webinars>

Upcoming September Webinars

Webinars are FREE for AASPA members and \$50 each for non-members, unless otherwise noted. Once registration is received a confirmation email and link will be sent to view the selected webinar. If you are interested in becoming an AASPA member and to receive all of these webinars and future webinars for FREE, contact morgan@aaspa.org.

These webinars have been approved for 1 hour of recertification credit through PHCLE, SHRM & HRCI. You must be on the webinar to receive credit.

Modernizing K-12 Case Management: Transforming Title IX, HR, Bullying and more!

September 4 at 11:00 AM CST

Presenter: David DiChristopher, Vice President Sales, Campus Kaizen

School districts across the country are rethinking how they manage sensitive, complex cases—from Title IX investigations to HR matters, Bullying and more. Join us for an in-depth look at how K-12 leaders are adopting modern, centralized case management systems to improve compliance, streamline workflows, and foster accountability across departments. This webinar will explore best practices, real-world district examples, and how purpose-built platforms like Guardian are helping administrators and districts respond faster, document more thoroughly, and collaborate more effectively. Whether you're overseeing Title IX, Employee Relations, or Student Services, this session will provide actionable insights for modernizing your district's approach to case management.

This webinar is FREE for members of AASPA and FREE for nonmembers.

Qualifies for 1 hour of continued education credit through SHRM, HRCI & pHCLE.

Workforce Development: Supporting Meaningful Evaluations

September 4 at 1:00 PM CST

Presenters: Sara Baker, Executive Director of HR and Michaela Raikes, Assistant Director of Training & Evaluation from Highline Public Schools

This webinar will discuss considerations, opportunities and examples of how one district's human resources team is looking to transform compliance-driven evaluative processes into critical tools for workforce development.

This webinar is FREE for members of AASPA and \$50 for nonmembers.

Qualifies for 1 hour of continued education credit through SHRM, HRCI & pHCLE.

[Register for these webinars HERE](#)

NOW HIRING!!

- Onboarding Manager
- Network & System Infrastructure Engineer
- Executive Director



**More Positions
posted every week.**

Post your vacancy today!

JOB BOARD

IASPA CONNECT TOP TOPICS



- Background Checks for Shared Employees
- [Physical Examination Requirements](#)
- Course Approval

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





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