

# IASPA THIS WEEK



January 1, 2026 IASPA.org

Join Today!

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IASPA: We support the human resources professionals that support our schools

**ALMOST SOLD OUT**

If you are thinking about attending, act fast.



live from Naperville

TUNING INTO TALENT

**BREAKOUT SESSION #3**

IASPA Annual Conference  
January 29–30, 2026

Learn about the variety of sessions that are slated for this breakout session

**Employees Gone Wild: Legal Considerations for Managing Employee Conduct**

**Conference Room A**

If one statement is true in HR, it's that employees will never stop surprising you. This engaging session addresses legal requirements and practical considerations for employee discipline in response to even the most challenging conduct.

**From Fresh Eyes to Firm Footing: Navigating HR in Education as a New Professional**

**Conference Room B**

Entering the world of HR in education comes with a unique set of challenges and opportunities. In this session, two HR professionals share an honest, practical, and encouraging perspective on navigating the early years in school personnel administration. Through lessons learned, early missteps, and growing successes, attendees will gain insights into building credibility, managing compliance confidently, and finding their voice among seasoned professionals.

Whether you're new to the field, mentoring new staff, or leading a department, this session offers a refreshing take on growth in the profession and how districts can support emerging HR talent.

**Funding Pathways to Build and Retain Local Teachers**

**Hobson**

Low funded districts are facing rising vacancies and shrinking budgets, making it difficult to compete on salary alone. In this session, Melissa Geiser from Freeport School District 145 shares how her district leverages workforce dollars to fully fund job-embedded degree and certification programs for school-based staff. By developing paraprofessionals and support employees into classroom-ready teachers, they are reducing vacancies and building a loyal workforce rooted in the community.

Participants will leave with a practical playbook for replicating these sustainable strategies.

**Understanding IMRF**

**Naper 1**

This session offers a clear and practical deep dive into the Illinois Municipal Retirement Fund and what district administrators need to know to stay confident and compliant. Participants will explore the full range of IMRF benefits, learn how to navigate employer access, and become familiar with the most important tools and resources available to support day to day responsibilities. Whether you are new to working with IMRF or looking to sharpen your understanding, this session will provide straightforward guidance, helpful insights, and real world applications you can bring back to your district.

**Total Rewards: Creating a System to Attract and Retain Teachers**

**Conference Room C**

What are Total Rewards and how can they be used to attract and retain teachers? Learn about employee value propositions and hear how one district uses Total Rewards to combat recruitment and retention challenges. Attendees will gain practical strategies for implementing a Total Rewards system in their own districts.

**Maximizing Your Virtual Reach: A Strategic Guide to Online Job Fairs**

**Bailey**

Anyone overseeing recruiting for their school district or educational institution must develop effective practices for virtual job fairs. This session will help attendees prepare for IASPA virtual fairs, streamline interviewing and hiring, build consistent processes for online recruiting, and assemble a team that effectively attracts top candidates.

**The Hidden Dynamics of Difficult Conversations**

**Naper 2**

Difficult conversations can feel overwhelming, not only because of the topic but because of the unseen dynamics beneath the surface. This session explores what truly makes tough conversations challenging and offers practical strategies to navigate them with confidence, clarity, and success.

**Collective Bargaining Trends**

**Naper 3**

Whether you're bargaining a new contract this year or simply watching trends, this session reviews what unions are prioritizing at the table and how districts can prepare school boards and admin teams for upcoming negotiations.

**Registration & Ticket Information**

# IN PREPARATION FOR THE IASPA ANNUAL CONFERENCE

Check out the IASPA Annual Conference Website to see what is on the Set List.



You will find;

- Agenda
- Session summaries
- Speaker bios
- Business and Law Partner information
- Keynote speaker information
- Details for all evening events

We will keep updating this site as more excitement develops, but check it out now is a great way to start.

[IASPA Annual Conference Website](#)

## Submit HR Team Pics

We want to *SEE* your team



Photo Submission Here



Teachers' Retirement System  
of the State of Illinois

## TRS Member Services Overview for HR

This webinar is for HR staff to learn & review what TRS does.

- **Wednesday, February 25, 2026**
- 9:00 AM - 11:00 AM (CST)
- [Join Us Virtually](#)

You already know that TRS works with you to ensure accurate and timely reporting of essential employment information for all TRS members. This webinar is specifically created for Human Resources staff to review what TRS does. It explains at a high level how retirement, disability and death benefits are calculated. It also clarifies employer responsibilities relative to the retirement process and post-retirement limitations.

[Registration & Ticket Information](#)

# REGISTER

## Virtual Job Fairs for Illinois School Employers

IASPA's virtual job fairs help Illinois public schools meet potential candidates for employment. Your administrators and instructional leaders will make direct, private connections with new and veteran educators on the convenient online platform.

### RECRUIT, HIRE, NETWORK:

**licensed teachers** school support professionals  
licensed paraprofessionals **administrators**  
**substitute teachers** for immediate hire & next school year

**2.12.2026**

**3.12.2026**

**5.14.2026**

[Registration & Ticket Information](#)



## NEXT UP

Topic:

WW: A Multi-Faceted Approach to Using AI in the District Office

When:

Wednesday, January 14, 2026

Who:

Josh Chambers, Assistant Superintendent for HR

Julie Swartzloff, Assistant Superintendent for HR

Edward Piotrowski, Director of HR

**FOR COMPLETE  
M E N U,  
DETAILS &  
REGISTRATION  
ON ALL SESSIONS**

[Registration & Details](#)

If you missed a Webinar Wednesday that you wanted to catch, you can still catch them in our archives.

Webinar  
Wednesday  
ARCHIVES



Post your vacancy today!

[JOB BOARD](#)

## NOW HIRING!!

- Director of Business Services (CSBO)
- Director of Student Support Services
- Math Department Chair
- Chief of HR Office
- Assistant Superintendent of Finance
- Exec Director of Talent Development
- Chief School Business Official
- Director of Technology
- Chief School Business Official (CSBO)
- Payroll Specialist

**PRINCIPAL POSITIONS:** High School, Middle School, Elementary School, & Early Childhood Center

**More Positions  
posted every week.**

## IASPA CONNECT TOP TOPICS FROM THIS MONTH



- Mandated Trainings for Substitutes
- Sexual Harassment and Title IX Trainings
- Administrator Resource Handbook

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



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