

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

# ***IASPA This Week***

NOVEMBER 6, 2023

IASPA.ORG



**IASPA**  
Illinois Association of School  
Personnel Administrators

The home of Human Resource  
Professionals in the Illinois K-12  
education system.

Join Today!



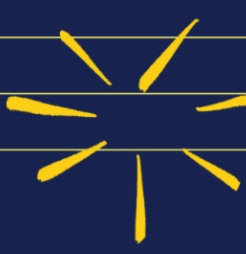
**IT'S HAPPENING THIS WEEK!!!!!!!!!!!!!!!!!!!!!!**

One of IASPA's flagship events, HR Essentials, will take place on **Thursday, November 9, 2023** at Forest View Educational Center. This conference provides learning opportunities for individuals with support roles in human resources and/or for individuals considering a position as a school human resources administrator.


**Limited seating is left!**

Register Today!

# Schedule of Events



Networking, Registration & Continental Breakfast	8:30AM - 9:00AM
Welcome & Opening Remarks	9:00AM - 9:15AM
Networking Break	9:15AM - 9:30AM
Breakout Session #1, Options: <ul style="list-style-type: none"><li>• Faith's Law Lessons Learned</li><li>• Everything in its Right Place!</li><li>• Licensure Updates - New to HR</li><li>• FMLA 101</li></ul>	9:30AM - 10:30AM
Networking Break	10:30AM - 10:45AM
Breakout Session #2, Options: <ul style="list-style-type: none"><li>• HR 101</li><li>• Personnel Files/Records Retention</li><li>• Licensure Updates - Intermediate</li><li>• Technology to Improve Efficiency</li></ul>	10:45AM - 11:45AM
Lunch (included) & Networking	11:45AM - 12:30PM
Breakout Session #3, Options: <ul style="list-style-type: none"><li>• Workers Compensation</li><li>• IMRF - Nuts &amp; Bolts</li><li>• Anatomy of the Onboarding Process</li><li>• FMLA - A Deeper Dive</li></ul>	12:30PM - 1:30PM
Networking Break	1:30PM - 1:45PM
Ask Anything Panel	1:45PM - 2:45PM
Closing Remarks	2:45PM - 3:00PM





## Webinar Wednesdays

### Webinar Wednesday this week!

#### Verifent Information Session

**Who?**

Verifent

**What?**

Since Faith's Law went live on July 1 of this year, many Illinois districts have found that the workflow Verifent created in partnership with IL districts, handles the required Employment History Reviews and Self-Disclosures in an EASY and SECURE solution.

In this webinar, Verifent will demonstrate not only how easy they make Faith's Law compliance, but also how they can bring major efficiencies to both your Verifications of Income and Employment AND your Public Service Loan Forgiveness processes.

**When?**

Wednesday, November 8, 2023  
12:00PM - 1:00PM (CST)

WW 11.08.23

#### Collective Bargaining Panel Discussion

**Who?**

Panel of Awesome HR Leaders

**What?**

Join us as we conduct a panel discussion on hot topics in Collective Bargaining.

**When?**

Wednesday, November 15, 2023



### It's officially IASPA Nominations Season!

It's time to nominate all of the hard working superstars in your District! IASPA Awards are presented annually at the IASPA Annual Conference in January. The Award categories include:

- Digital Branding Development Award
- Distinguished Service Award
- HR Specialist/Support Staff Awards
- Mentor Awards
- New Member Award
- Personnel Administrator of the Year Award
- Shelli Anderson Legacy Award for Excellence in School Law

Check out the IASPA Awards & Recognitions page to get more information about each award, see the the Nomination Rubric, and hit the Nominate Someone button today!

[Awards & Recognitions](#)



# IASPA ADMIN ACADEMIES

## **AA #3993 Discipline in the K-12 Setting**

**Wednesday, January 24, 2024**

**8:30AM - 2:30PM**

**at the Double Tree Lisle**

This course provides K-12 HR Administrators with strategies to examine current HR processes to identify opportunities for reviewing contract language, conducting employee investigations, and crafting letters of reprimand through the lens of progressive discipline. The presenters will share successful strategies and instruct participants on how to create and implement similar strategies in their respective district to ensure compliance with contract language, school code, employee law, and best practices.

Participants will come prepared with a reflective review of current contract language specific to discipline, employee rights, investigations, and possible grievance procedures within their current HR paradigm and will engage in the creation of discipline procedural templates, interview question constructs, and sample letters of reprimand. Participants will become fluent in the nuances of investigation procedures, just cause provisions, due process, and progressive discipline standards supported through case law.

[Register Here!](#)

**Presented by:**

**Dr. Dale Fisher - Asst. Supt. at Deerfield SD 109  
& Dr. Danielle Carter - Asst. Supt. at Grayslake CHSD 127**





### Additional Admin Academies:

AA #3859  
02.27.24

AA #3993  
03.22.24

AA #3859  
06.05.24



IASPA's 17th Annual Conference  
Registration is Open! Agenda Coming Soon!

[Register Here](#)



## ISBE Study

Senate Resolution No. 774 (Illinois General Assembly, 2022) calls for a comprehensive review of the implementation of the Performance Evaluation Reform Act (PERA). During fall 2022, ISBE, commissioned the American Institutes for Research<sup>®</sup> (AIR<sup>®</sup>) to lead the study. Findings from the study will help the Performance Evaluation Advisory Council (PEAC) - which is composed of teachers, principals, superintendents, and other stakeholders - to provide guidance to ISBE on weighing the strengths and challenges of the current evaluation system.

If your district has been identified to participate in the study, the district will receive the survey on November 6th. Please complete it in a timely manner - your feedback will provide information necessary to inform PERA's conversations and decisions moving forward.



### What are members chatting about?

- Fall Career Fairs
- Admin Leave Template
- E Learning
- Request for Org. Chart
- Evaluation Tool - 2022 Danielson Framework
- Insurance Form

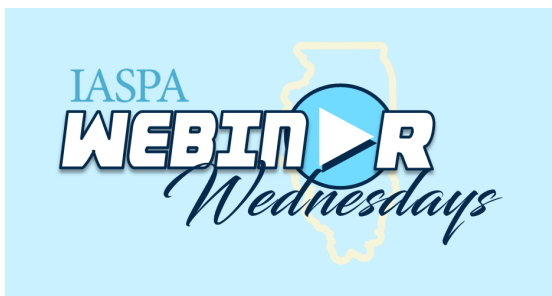
[Join a conversation today!](#)



The Human Capital Leadership Summit is designed for school leaders who are past their first three years of human capital management and who are looking for that next level of professional development in HR leadership. Sessions will be dedicated to helping participants grow professionally in their knowledge as well as personally in their leadership skills.

- Learn the best practices for recruitment and retention in today's PK-12 education environment.
- Develop strategies to better organize your HR department.
- Learn how to connect HR to student learning and performance.
- Gain knowledge of the ever-changing federal regulations affecting school HR.

[Click Here for More Info & Registration!](#)



In case you missed the first Webinar Wednesday in November, it is now posted on the IASPA website!

**Human Resources & Business Office:  
A perfect Pair**  
11.01.2023

[Check it out!](#)

## Member Tid Bits

Who's Who on Social Media? Check out these informational and active social



media accounts and stay up to date with everything IASPA and AASPA have to offer!

[IASPA X \(Twitter\)](#)

[IASPA LinkedIn](#)

[AASPA X \(Twitter\)](#)

[AASPA LinkedIn](#)



Are you interested in becoming more involved with IASPA? Consider joining a committee! Check out the list of current IASPA Committees and a brief description of their primary focuses.

[Join a Committee!](#)

## Employment Opportunities



Check out the current postings:

Benefits Administrator/Admin Asst to B&G  
Elementary School Principal  
Dir. of Early Childhood Education  
Asst. Supt. for Business/CSBO

Post your vacancy today!

[JOB BOARD](#)



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