

Wednesday, December 4, 2019 - 1:00 to 4:00

Back to Basics: Employee Discipline & Dismissal - This presentation will focus on current Oregon laws (both statutory and administrative) and collective bargaining agreements that relate to employee discipline and dismissal. It will provide information that will help you maneuver through the requirements a district must address prior to disciplining or dismissing staff.

- Kelly Noor, Shareholder, Garrett Hemann Robertson P.C.
- Rebekah Jacobson, Shareholder, Garrett Hemann Robertson P.C.
- Callen Sterling, Attorney, Oregon School Boards Association

Nuts and Bolts: Student Rights and Responsibilities - Nancy Hungerford presents the basics of constitutional and statutory law regarding student rights through a series of "case studies," addressing disciplinary practices (including for students with disabilities), student records, 1st Amendment rights, search and seizure, response to student threats, harassment and bullying, with an emphasis on recent developments and new legislation.

- Nancy Hungerford, Attorney, The Hungerford Law Firm

Nuts and Bolts: Special Education - This presentation will follow a chronological approach in covering basic sped concepts such as child find, IEP developments as well as covering hot topics.

- Rich Cohn-Lee, Attorney, The Hungerford Law Firm
- Joel Hungerford, Attorney, The Hungerford Law Firm

Legal Issues for Oregon Small Schools - Attorneys will share information on conducting investigations, the bargaining process, accounting for Student Success Act funds, working with school board and much more.

- Haley Percell, Chief Legal Counsel/Director of Legal Services, Oregon School Boards Association
- Jennifer Nancarrow, Senior Assistant Legal Counsel, Oregon School Boards Association

Thursday, December 5, 2019 - 9:30 to 10:30

I. - The Path to Diversity and Inclusion: Recognizing and Responding to Implicit Bias in Employment - School districts place a high priority on hiring and retaining diverse employees and eliminating workplace discrimination. We know this helps close the achievement gap and benefits all segments of the school community. But how does implicit bias interfere with this priority? How can you help ensure that your team understands implicit bias and that it isn't negatively impacting your employment practices? This session will survey the growing social science research on implicit bias, review the growing number of legal cases making new law about the issue, and provide some smart strategies for how to address it in your school.

- Naomi Haslitt, Partner, Miller Nash Graham & Dunn LLP
- Jollee Faber Patterson, Partner, Miller Nash Graham & Dunn LLP

II. - Investigations: Tips and Traps for Managing and Conducting Effective Investigations - Whether managing an external investigator's work, supervising an investigation, or actually investigating, administrators must have a working knowledge of key components of effective investigations. This session will address considerations when deciding whether to engage an external investigator, privilege and confidentiality issues, and techniques and traps administrators need to be aware of to effectively operate in this area.

- Mike Porter, Education Team Leader, Miller Nash Graham & Dunn LLP
- Erin Burris, Attorney, Miller Nash Graham & Dunn LLP

III. - Top 10 Legislative Changes for Building Administrators - Paul and Rebekah will review the action items related the top ten 2019 pieces of legislation that impact the work of building administrators. The presenters will highlight issues related to student restraints, abbreviated school days, student access to common areas, pregnancy accommodations and multiple bills related to workplace harassment.

- Paul Dakopolos, Shareholder, Garrett Hemann Robertson P.C.
- Rebekah Jacobson, Shareholder, Garrett Hemann Robertson P.C.

Thursday, December 5, 2019 - 10:45 to 11:45

IV. - Mitigating Liability in Special Education Classrooms: Getting Ahead of Trends in Staff and Student Litigation - This session will address current trends in special education litigation and strategies for avoiding and mitigating liability. Topics will include recent litigation by special education staff (including classroom teachers and paraeducators), litigation on behalf of students, and compliance with new legislation.

- Taylor Richman, Attorney, Miller Nash Graham & Dunn LLP

V. - There's always something new! 2019 legal updates you need to know to stay out of trouble! - This session will cover key legal updates, including new state laws and trends in litigation, that all administrators must be aware of.

- Rebekah Jacobson, Shareholder, Garrett Hemann Robertson P.C.
- Karen Vickers, Attorney, Mersereau Shannon LLP
- Jollee Faber Patterson, Partner, Miller Nash Graham & Dunn LLP
- Haley Percell, Chief Legal Counsel, OSBA

VI. - Impact of HB 2016 and 1049 on Collective Bargaining and Labor Relations - The impact of HB 2016 that involves granting of paid time off to Employees and SB 1049 which will change PERS benefits to public employees . Legislation will be covered and question and answer session will be offered.

- Brian Hungerford, Attorney, The Hungerford Law Firm

Thursday, December 5, 2019 - 1:00 to 2:15

VII. - SB 155 and New Accountability and Risks for Administrators - Attorneys Nathan Rietmann and Nancy Hungerford return with a presentation that focuses on administrators' new obligations to report and participate in the investigation of abuse and sexual conduct by teachers, classified, contractors or volunteers; to check with TSPC or ODE before a candidate is hired; to NOT assist any other person under investigation to obtain a job with another school district. Also, advice and cautions if YOU become the subject of a complaint being investigated by TSPC.

- Nancy Hungerford, Attorney, The Hungerford Law Firm
- Nathan Rietmann, Attorney, Rietmann Law

VIII. - Practice Tips in Special Education in Adversarial Situations with Parents - This session will cover working with challenging parents including tools to allow for smoother meetings, how to follow the IDEA's requirements for parental participation under challenging conditions and how to use data-driven dec to drive through potential areas id disagreement.

- Rich Cohn-Lee, Attorney, The Hungerford Law Firm

IX. - Equity and Civil Rights in School Sponsored Activities - Oregon's education leaders have been developing a plan to create safe spaces that are intentional, purposeful and responsive for our communities of color, tribal communities, and LGBTQ+ students, staff, parents and families to participate in school-sponsored activities that not only provide an opportunity to learn but are also inclusive in practice, welcoming for all, disruptive or oppressive systems, and reflective of high expectations. This panel will share the plan and next steps.

- Jim Green, Executive Director, Oregon School Boards Association
- Craig Hawkins, Executive Director, Confederation of Oregon School Administrators
- Peter Weber, Executive Director, Oregon School Activities Association
- Winston Cornwall, Civil Rights Education Specialist, Oregon Department of Education

Thursday, December 5, 2019 12:30 to 3:45

A. - Section 504, Title II (ADA) & Students with Disabilities in Public Schools - An Oregon Department of Education (ODE) Civil Rights Education Specialist will discuss the responsibilities of Section 504 of the Rehabilitation Act, Title II of the Americans with Disabilities Act (ADA), and the Americans with Disabilities Amendments Act (ADAAA). He will explain the responsibilities of public schools to educate students with disabilities and provide them equal opportunity. He will also answer all your burning questions about Section 504, the ADA (Title II) and the ADAAA.

- Winston Cornwall, Civil Rights Education Specialist, Oregon Department of Education

B. - Managing your Public Relations without Making it Your Full-time Job: Records Requests and Complaints - Records requests and various complaints can take up a lot of an administrator's time. Come learn the legal requirements and best practices so that you can take care of these important issues, and still have time to focus on what is more important: your students!

- Amy Williams, Senior Assistant Legal Counsel, Oregon School Boards Association
- Andrea Schiers, Senior Assistant Legal Counsel, Oregon School Boards Association

C. - Are Your Policies Up to Date with Current Legislation? - Drones, medications, executive session, workplace harassment, child abuse and sexual conduct are just a few of the policies that have been updated from the 2019 legislative session. With suicide prevention and sexual harassment on the horizon. Are you up to date? This workshop will review the highlights of the new policy requirements as well as the policies most frequently violated by administrators.

- Peggy Holstedt, Director, Policy Services, Oregon School Boards Association

D. - Suicide Policy and Prevention: SB 52 (and other suicide bills) - Suicide is one of the leading causes of death among Oregon youth. Oregon just passed its first law addressing the school's role in youth suicide prevention. Come learn about the new law and best practices for addressing the alarming youth suicide numbers and avoiding legal liability.

- Haley Percell, Chief Legal Counsel/Director of Legal Services, Oregon School Boards Association
- Jennifer Nancarrow, Senior Assistant Legal Counsel, Oregon School Boards Association

E. - Current Trends and Challenges Concerning Charter Schools - Learn about State Charter Schools and the Student Success Act. Updates and information on upcoming grants and legislation.

- Mike Porter, Education Team Leader, Miller Nash Graham & Dunn LLP

F. - Diversifying the 4J Workforce - Research is clear that the success of under-represented students in our schools today need teachers, administrators, and staff members in positions of authority that look like them. Come to this session to discover the actions Eugene 4J has taken that has resulted in 40% of our building administrators to be people of color, and the actions we will take to diversify our teaching ranks in the next year.

- Gus Balderas, Superintendent, Eugene SD
- Karen Perez, Equity, Instruction & Partnerships Administrator, Eugene SD
- Rob Hess, Administrator for Staff Growth and Effectiveness, Eugene SD

G. - Legal Issues Heading into the 2020 Election - Kelly and Rebekah will work through common issues presented by politics coming into the classroom in terms of First Amendment law and Election Law for students, employees and community members.

- Rebekah Jacobson, Shareholder, Garrett Hemann Robertson P.C.
- Kelly Noor, Shareholder, Garrett Hemann Robertson P.C.

H. - DACA - Legal Update, Impact on Students and Schools - This panel will discuss current events regarding the DACA program. The DACA program has recently been under attack by the Trump administration and the Supreme Court recently heard arguments that will affect the program's continued viability. Panelists will provide information about individuals who benefit from DACA, how administrators and other school officials can support students who are DACAs,

and discuss opportunities and needs of children who are on the DACA program, who are children of DACAs, as well as issues relating to other immigrant families.

- Michelle Martinez, Program Coordinator, Grupo Latino de Accion Directa
- Katrina Kilgren, Immigration Attorney, Kilgren Immigration Office
- Vannia Glasinovic, Immigration Attorney,

I. - Conversation with TSPC - This session will provide updates on licensure reform going into effect August 1, 2020. Time for general questions will be provided.

- Wayne Strickland, Director of Program Approval, Teacher Standards and Practices Commission
- Colin Cameron, Deputy Director, COSA

Friday, December 6, 2019 - 9:20 to 10:30

X. - Managing Employee Conduct in a Contentious Society and in Changing Times - The Oregon Legislature has made recent changes in the areas of harassment and discrimination that limit ways employers can address such issues in the workplace. At the same time, the NLRB has made changes that make it easier for employers to change the terms and conditions of employment. How are employers to navigate the changing landscape when it comes to employee conduct and misconduct? This session will provide an overview of recent state and federal laws and regulations that impact employers' management of employees and will provide tips for dealing with employee conduct.

- Liani Reeves, Attorney, Bullard Law
- Dan Rowan, Attorney, Bullard Law

XI. - HB 2016: What you Need to Know - This presentation will review the requirements of the new laws regarding employee rights and provide useful information to address the impact on collective bargaining and employment issues.

- Kelly Noor, Shareholder, Garrett Hemann Robertson P.C.
- Callen Sterling, Attorney, Oregon School Boards Association

XII. - Navigating the Intersection of Free Speech and Anti-Harassment: Supporting a Healthy School Climate in Tumultuous Times - Our schools strive to be places of inclusion, where all students are welcomed and able access the opportunities inside and outside of the classroom and where educators and other employees can effectively work in a discrimination free-environment. Sometimes these goals run into a challenging tension with protected First Amendment rights of the public or even employees and students to free speech. This session will address the roots of this tension and provide guidance to navigate through it to advance goals of equity and inclusion.

- Jollee Faber Patterson, Partner, Miller Nash Graham & Dunn LLP
- Mike Porter, Education Team Leader, Miller Nash Graham & Dunn LLP

Friday, December 6, 2019 10:45 to 12:00

XIII. - Changes to the Sexual Harassment Law: What Building Administrators Need to Know to Effectively Handle and Investigate Complaints - Rebekah will review the recent legislative changes impacting the handling of a sexual harassment complaint by embedding the changes into a step by step analysis of how to handle a complaint from the initial intake to the closing letter.

- Rebekah Jacobson, Shareholder, Garrett Hemann Robertson P.C.

XIV. - Special Education from a Parent Attorney's Perspective - Elizabeth Polay practiced for five years as a parent-side special education attorney with Wiscarson Law prior to joining GHR. Elizabeth and Kelly will present hot special education issues that quickly escalate if not handled appropriately. Kelly Noor has been practicing in Special Education in School Law since 2008 and will provide the School District perspective.

- Kelly Noor, Shareholder, Garrett Hemann Robertson P.C.
- Elizabeth Polay, Attorney at Law, Garrett Hemann Robertson P.C.

XV. - Church and State in the 21st Century - This presentation will review recent issues regarding the Establishment Clause as it relates to school curriculum, use of Church property by School District and student/employee religious communications. Special attention will be given claims that school district use of church property may give rise to claims of discrimination under state law and ODE's non-discrimination rules. A discussion about the remedies against school districts in ORS 327.109 for claims that a school district is actively involved or financially supporting religious activity.

- Paul Dakopolos, Shareholder, Garrett Hemann Robertson P.C.