

Conference Series Sessions

*Some Session descriptions may change slightly as circumstances evolve

MOASPA 2020 Conference Series Kick-Off

“What HR Needs to Know in 2020”

Wednesday, September 2, 3:00-4:30

This session has been designed to give HR professionals an overview of important things to know for 2020. Presenters will provide a brief synopsis of items including updates on teacher certification, teacher shortage, substitute qualifications, teacher evaluation in a virtual world, COVID-19 guidance, background checks and new Title IX regulations. The last 30 minutes will be dedicated to question and answer. The purpose of this session is to prepare you with your “must have’s” for 2020-21. Presenters include Commissioner Vandeven, Paul Katnik (DESE), Margery Tanner (DESE), Linda Lueckenhoff (Missouri Highway Patrol), and Emily Omohundro (EdCounsel)

FORECAST⁵ ANALYTICS

Session I:

Contact Tracing and Confidentiality

Thursday, September 3, 2020, 3:00-4:00

Session Description: This session will focus on the confidentiality of student and staff health information, how districts can effectively plan for and assist with contact tracing measures, provide key stakeholders with necessary information, and maintain confidentiality as required by the law. **Presented by:** Emily Omohundro, EdCounsel and Sandy Wiley, Webster Groves School District



Session II:

Managing a Virtual Workforce

Thursday, September 10, 2020, 3:00-4:00

Session Description: COVID-19 has revamped the way many of us work, with human resources personnel working remotely and managing employees who are working remotely. In this session, we will identify potential legal pitfalls associated with managing a virtual workforce, and identify tips for avoiding legal pitfalls and maintaining good personnel management policies and compliance even when working remotely. **Presented by:** Amy Clendennen and Michelle Basi, Tueth Keeney



Session III:

Legal and Technical Considerations for Online Security and FERPA

Thursday, September 17, 2020, 3:00-4:00

Session Description: When COVID-19 shut down schools in March 2020, school districts across the state were tasked with navigating online learning-many for the first time. This session will review some lessons learned related to Internet security and FERPA that will help school administrators keep their teachers and students (and their records) safe. Attendees will walk away with a broader understanding of potential exposures and liabilities, as well as best practices to share with staff. **Presented by:** Kylie Piatt, Tueth Keeney



Session IV: You're not coming to work? The Everchanging Landscape of Accommodations in a Pandemic World

Thursday, September 24, 2020, 3:00-4:00

Session Description: Managing employees who refuse to come to work, particularly related to a health or medical condition has always been challenging. During COVID-19, this challenge is exemplified as the potential leave types and accommodations are complex and broad. This session will explore everything you need to consider when an employee refuses to return to work due to COVID-19. **Presented by:** Jessica Bernard and Anthony McDaniel, Guin Mundorf, Rob Gardner, Platte County



Session V:

HR Boot Camp

Thursday, October 1, 2020, 3:00-4:00

Session Description: HR Boot Camp is a jump start course for new and experienced HR administrators focusing on key areas of personnel. The sessions will be hosted by two experienced HR professionals, Rob Gardner and Jaret Tomlinson, as well as attorney partner from EdCounsel, Emily Omohundro. There will be time for participants to ask questions related to any HR topic. **Presented by:** Emily Omohundro, EdCounsel, Rob Gardner, Platte County, Jaret Tomlinson, Excelsior Springs



Session VI:

Preparing for the Firestorm in an Election Year

Thursday, October 8, 2020, 3:00-4:00

Session Description: 2020 has already proven to be an unprecedented year, and no doubt, we'll see some unprecedented political activity by employees and students. Attend this session and refresh your understanding of when and if you can (or should or should not!) discipline employees or students for their political speech.

Presented by: Margaret Hesse, Tueth Keeney and Dwayne Smith, Liberty



Session VII:

Investigating Discrimination Complaints in the Current Social Climate

Thursday, October 15, 2020, 3:00-4:00

Session Description: This session will focus on the increase in specific types of discrimination complaints received by districts in the wake of the resurgence of the Black Lives Matter movement. Tips will be provided regarding social media aspects of investigations, how to handle anonymous complaints, and will include discussion about remedial action districts can take to address culture. **Presented by:** Emily Omohundro, EdCounsel, Howard Fields, Kirkwood School District



Session VIII:

Unemployment Claims

Thursday, October 22, 2020, 3:00-4:00

Session Description: This session will provide basic information regarding unemployment claim matters, processing and protesting claims, including examples of frequently filed claims and how to protest such claims.

Presented by: Matt Wilson, EdCounsel



Session IX:

Why Employee Benefit Education is Crucial in Today's World

Thursday, October 29, 2020, 3:00-4:00

Session Description: Offering a well-rounded benefits program is important to attract and retain quality employees. But the maintenance that comes with offering a competitive program with the dynamic benefits landscape can be a large task. Many education employees state that they don't understand the benefit options their district provides. An employee benefit is not a benefit if employees don't understand it. Since COVID employees are even more eager to have better knowledge and understanding on their benefit options. Our session will discuss unique strategies that other districts are implementing to provide cutting-edge best practices to effectively educate their employees on their benefit options. **Presented by:** Kaitlin Economon, American Fidelity, Jaret Tomlinson, Excelsior Springs



Session X:

So am I fired? Distinguishing between Furloughs, Layoffs, and Terminations

Thursday, November 5, 2020, 3:00-4:00

Session Description: This session will help participants develop clear definitions and distinctions between furloughs, layoffs and terminations. **Presented by:** Jessica Bernard and Anthony McDaniel, Guin Mundorf



Session XI:

Fostering a Respectful Workplace for ALL Employees

Thursday, November 12, 2020, 3:00-4:00

Session Description: Join us for a discussion focusing on workplace awareness related to the employment of transgender individuals in the workplace. **Presented by:** Anthony McDaniel, Guin Mundorf, Marlene Devilbiss, Raytown





Session XII:
To Be Announced
Thursday, November 19, 2020, 3:00-4:00

Session Description: Presentation from PSRS/PEERS Presented by: Steve Yoakum, Executive Director



Session XIII:
To Be Announced
Thursday, December 3, 2020, 3:00-4:00

Session Description: Presentation from Timeclock Plus



Session XIV:
Final MOASPA 2020 Legal Session
Thursday, December 10, 2020, 3:00-4:30 *Note extended time

Session Description: Based on the landscape in December, Jessica Bernard and Anthony McDaniel will provide us with a final legal session to wrap up our MOASPA 2020 Conference Series. Topics will include relevant information about the pandemic, new issues that may have arisen because of COVID-19 and other critical HR issues. **Presented by:** Jessica Bernard and Anthony McDaniel, Guin Mundorf



Meet our Conference Series Presenters

Basi, Michelle H is a shareholder and practices in the areas of school law, special education, and school litigation. Michelle represents school districts throughout Missouri with respect to employment and termination matters, special education, Section 504, student discipline and student rights, civil rights, and church/state issues. She is also a regular speaker at statewide and regional school law conferences, and has authored chapter updates for the Missouri Bar School Law CLE Deskbook. As the daughter of a long-time special education teacher and the wife a high school math teacher turned administrator, Michelle is proud to represent schools and be a small part of the good work done for students in schools each day!

Bernard, Jessica M is a partner with Guin Mundorf, LLC. Jessica's practice focuses exclusively on the representation of educational entities, with an emphasis on employment practices, student civil rights, and litigation. Districts frequently partner with Jessica to tackle high-exposure matters, involving both staff and students, to ensure legal compliance and to best position the District in the event of litigation. Jessica also routinely provides training to boards of education, administrators and others on recommended best practices.

Clendennen, Amy Leech is a shareholder and practices primarily in the areas of education and litigation. Amy represents school districts throughout Missouri with respect to personnel matters, student discipline, and special education. Amy brings a unique perspective of and dedication to her education law practice. Her parents, brothers, and numerous other family members have served as administrators and teachers in public education throughout Missouri. Amy proudly serves as a member of the Board of Education of the Webster Groves School District, from where two of children graduated and one currently attends.

DeVilbiss, Dr. Marlene is currently serving as the Assistant Superintendent of Human Resources at the Raytown C-2 School District just outside of Kansas City, Missouri. Prior to that, she served as Director of Federal Programs and Extended Learning, elementary school principal, reading specialist, and classroom teacher. She earned a PhD in Educational Leadership and Curriculum/Instruction from the University of Missouri-Kansas City in 2014 and an Educational Specialist Degree in Administration from the University of Central Missouri in 2007. Dr. DeVilbiss has presented a number of times at the Missouri Association of Personnel Administrators and the Missouri Association of School Business Officials conferences in the areas of employee misconduct, documentation, and wellness.

Economon, Kaitlin serves as the Account Development Coordinator for the Midwestern region handling new business development. She has been with American Fidelity for 12 years. Kaitlin has brought in approximately 200 new school districts by helping them develop, enhance, and implement their employee benefit programs, while providing cost-saving solutions for them and their employees. In addition, she has received extensive training on Section 125 and the Patient Protection and Affordable Care Act (ACA).

Gardner, Dr. Rob has a long history of serving the Platte County School District. He first joined the district in 1996 where he has served as a teacher, curriculum director, building administrator and assistant superintendent. He is responsible for employment, labor issues, compliance, benefits and wellness as well as providing general oversight of district operations.

Hesse, Margaret A. practices in the areas of education law, school litigation and labor and employment law. Margaret is a highly skilled, experienced and successful trial attorney who has represented Missouri and Illinois school districts in litigated matters. Margaret regularly consults with school districts, primarily in the governance, employment, and student matters fields, including Title VII, the Safe Schools Act, Title IX, the Americans with Disabilities Act, the Family Medical Leave Act, Age Discrimination in Employment Act, the Equal Pay Act, and the Missouri Human Rights Act. Margaret earned her B.A. degree from Fontbonne College, cum laude and her J.D. from Washington University School of Law.



Katnik, Dr. Paul is the Assistant Commissioner of the Office of Educator Quality. Dr. Katnik has been in education for over three decades working with children of all ages, K-12, as both a teacher and a building principal. He has served at the Department of Education for over ten years, and has been instrumental in coordinating the state model Educator Evaluation System, revising teacher and leader preparation programs, developing the state's Educator Equity Plan and creating the Missouri Leadership Development System. Dr. Katnik earned his BA in Elementary Education from Texas Tech University and his Masters in Educational Psychology from University of Mississippi and received his doctorate degree at University of Missouri-St. Louis in Spring 2014

Lueckenhoff, Linda is a CJIS Program Manager with the Criminal Justice Information Services (CJIS) Division of the Missouri State Highway Patrol. Ms. Lueckenhoff is responsible for the management functions associated with criminal background checks, compliance audits of entities with access to criminal history, quality control, and training for criminal justice and noncriminal justice agencies. Ms. Lueckenhoff has been with the Patrol for over 18 years. She holds a Bachelor of Science degree from Lincoln University with a focus in Criminal Justice, and a Specialist Instructor License from the Missouri Department of Public Safety.

McDaniel, Anthony S. practices in the area of education law and litigation with an emphasis on student discipline, student civil rights, and discrimination. Prior to joining the Guin Mundorf, LLC, team, he handled complex litigation matters throughout the Kansas City metropolitan area. He has focused his career in developing successful trial strategies from case inception.

Omohundro, Emily is a member of the EdCounsel team and defends public schools in a variety of legal matters ranging from discrimination claims to complex contract disputes. Emily is an experienced advocate who uses her background in general defense litigation to represent her school clients in state and federal court, as well as before state administrative bodies. Emily and her husband, Matt, live in Fulton with their daughter, Lila, and son, Max. Growing up, many amazing teachers touched Emily's life. Whether at Fulton High School, Missouri State University, or University of Missouri School of Law, the teachers who made the biggest impression and inspired her the most were the teachers who injected passion and humor into the subject matter. Those experiences are part of the reason why Emily is a committed supporter of public schools.

Piatt, Kylie S. practices primarily in the areas of K-12 education law, school litigation, and labor and employment law, representing school districts and private schools throughout Missouri. Kylie also specializes in intellectual property matters affecting school districts, helping schools districts protect their assets and defending districts against copyright infringement claims. After college, Kylie moved to St. Louis to teach seventh- and eighth-grade Communication Arts at a downtown charter school through Teach for America. Kylie's experience in the classroom provides a unique perspective on her practice of education law.

Smith, Dwayne is the Director of Compliance with Liberty Public Schools. He is the district's designee for Civil Rights, Title IX, Section 504, and ADA for purposes of ensuring compliance with federal and state law as well as board policy. Dwayne spent ten years as a high school administrator and eighteen years in the private sector in the areas of Product Management and Contract Negotiations. Dwayne earned his B.S. degree from Kansas State University, his J.D. and MA in administration from the University of Missouri Kansas City and his Ed.D. in Education Leadership from Saint Louis University. He is an adjunct professor at Saint Louis University, School of Education, teaching School Law. Dwayne is a member of the Society of Human Resources (SHRM – SCP).

Tomlinson, Dr. Jaret, Deputy Superintendent at Excelsior Springs. In charge of Human Resources, Business Operations, transportation, communications, and food service. Taught High School business, been a high School Principal, Superintendent and Deputy Superintendent with 25 years of professional experience.

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Vandeven Dr. Margie, Missouri's Commissioner of Education is passionate about ensuring that each child has the opportunity to graduate prepared for success. She has more than 30 years of student-centered service in education, including four at Missouri's top educational post. She is a teacher who has provided education leadership in the classroom, school, state and national roles assumed throughout her career. Vandeven joined the Department in 2005 as a supervisor, and later served as an assistant commissioner in the Office of Quality Schools, and as deputy commissioner of the Division of Learning Services. She was appointed commissioner of elementary and secondary education by the Missouri State Board of Education in December 2014 and served in that capacity until December 2017. She was reappointed in January 2019. During the interim, Vandeven worked as the director of educational partnerships for the SAS Institute in Cary, N.C. As commissioner, Dr. Vandeven works collaboratively with a diverse group of stakeholders to improve educational opportunities for more than 918,000 Missouri students. Dr. Vandeven began her education career in 1990 as a Missouri teacher. From 1995-2002, she taught high school English and served as an administrator in Maryland before returning to Missouri as an English teacher and administrator. Dr. Vandeven earned a bachelor's degree in education from Missouri State University and a master's degree in educational administration and supervision from Loyola University Maryland. She received a doctorate of philosophy in educational leadership from Saint Louis University and has been recognized by Missouri State University and St. Louis University as a distinguished alumna. A native of O'Fallon, Missouri, she and her husband, David, reside in Foristell.

Wiley, Dr. Sandy has worked in public education for 20+ years. She has served as a teacher, assistant principal, principal and is currently the visionary of the Human Resources department as Assistant Superintendent of HR at the Webster Groves School District. Sandy earned her Bachelor's degree in elementary education from Harris Stowe State University, both her Master's and Ed.D. in Educational Leadership / Administration from St. Louis University. Over the years, Sandy has received varied awards such as the North County Inc., Top 30 leaders in their Thirties and the Emerson Excellence in Teaching Award. While an administrator in St. Louis Public Schools, Sandy was presented the Pettus Award. As the Assistant Superintendent of HR, Sandy oversees the operations of the Human Resources department including work related to equity and diversity. She also works collaboratively with colleges and universities in preparing our next generation of educators.

Wilson, Matt is the son of a retired elementary school teacher, and a graduate of the public school system in Cape Girardeau, Missouri. He majored in Business Administration at the University of Mississippi and graduated *Magna Cum Laude* from the UMKC School of Law. After law school, he spent a year clerking for a judge on the Supreme Court of Missouri. Matt comes to EdCounsel with varied and substantial litigation experience. His career in private practice started at a large Kansas City law firm, and he has also worked as in-house counsel for a multi-national Fortune 1000 company where he managed litigation all over North and South America, as well as in Europe. After that, Matt's practice shifted to representing smaller businesses and public entities here in Missouri, and he has tried cases in state and federal courts on issues ranging from property damage to constitutional torts. Since joining EdCounsel's Springfield office, Matt's focus is helping public school districts navigate disputes, lawsuits, and day-to-day governance issues. When Matt isn't working, he enjoys spending time with his wife, who is also a lawyer in Springfield. He is also an avid hunter and fisherman, and a member of the Board of Directors for the Missouri Chapter of Backcountry Hunters and Anglers.