

# NAEN's 50<sup>th</sup> Annual Conference

Working with our Labor Unions to create Positive Labor Relations, Human Resources and Collective Bargaining Success

**March 10-13, 2019**

## Saturday, March 9

5:00 – 6:00 p.m. Board Meeting  
6:00-8:00 p.m. Board Dinner

## Sunday, March 10

2:45 – 3:45 p.m.

### Canadian Affairs

Let's all get together to discuss current events! This is a great way to kick off the conference! This discussion will provide participants to network and learn about hot topics in the different provinces.

Or

### US Affairs

Let's all get together to discuss current events! This is a great way to kick off the conference! This discussion will provide participants to network and learn about hot topics in the different states.

4:00-5:30 p.m. 50 Years in the Making;  
An in depth look at Collective Bargaining over the last 50 years

Where did we start and how did we get to where we are? The panel will review bargaining highlights in both the US and Canada over the last 50 years.

Moderator: Justin Petrarca, Esq.,  
Scariano, Himes and Petrarca

Panel: Ben Ferrara, Esq. and Glenn Christie, Esq. Hicks Morley

5:30-7:00 p.m. President's Reception

## Monday, March 11

7:30-8:30 a.m. Breakfast

8:30-9:45 a.m. School Safety – A World Turned Upside Down

News reports of mass shootings in our schools have sadly become the “new normal”. There are no guarantees that will keep school children and staff safe from a violent attack while at school. Recent events again have districts re-examining what they can do better to prevent and respond to such an event. From community engagement, security measures, and training to mental health, interagency collaboration and law enforcement partnerships, join a discussion of the real like and legal issues involved.

Facilitator: Jay Worona, Esq. New York State School Boards Association  
D. David Vierra, Superintendent Antelope Valley Union High School, Shandelyn Williams, Assistant Superintendent, Student Services, Brett Neal, Assistant Superintendent, Personnel Services, Chris Grado, Principal, Highland High School, Kristina Ramos, Director Personnel Services, Betsy Sanchez, Director of Communications, Miriam Brown, LCSW,

LA County Department of Mental Health,  
Deputy Christopher Hindman, Deputy,  
Los Angeles County Sheriff's Department

10:00-11:00 a.m.

Implications of the Supreme Court's *Janus*  
*v. AFSCME* decision

Join a discussion of the US Supreme  
Court's landmark decision. Discussion  
will include the impact to collective  
bargaining, union labor relationships,  
effect on non-union members, including  
benefits, grievances, and disciplinary  
matters.

Speakers: Justin Petrarca, Esq., Scariano,  
Himes and Petrarca and Lynn Adler,  
Illinois Education Association

Or

Canadian Legal and Arbitration Update

Learn what has happened in the last year  
that directly affects what you do every  
day! Mr. Hines that will share his "year in  
review" for Canadian members.

Speaker: Michael Hines, Esq., Hicks  
Morley

11:00-11:15 a.m. Break

11:15-12:15 p.m.

Getting Results in Collective Bargaining

Seasoned veterans share their most  
effective tools and techniques for positive  
bargaining outcomes.

Speaker: Tim Alexander, Assistant  
Superintendent for Human Resources,

Minnetonka Schools and Paul Cady, Esq.  
Anoka-Hennepin Schools

Or

Off Duty Conduct and Employee  
Discipline

Employees may feel as though their  
personal time is truly that of their own,  
but what authority do employers have to  
take disciplinary action against  
employees who engage in inappropriate  
activities during off duty periods? Join a  
discussion of what constitutes the rules of  
the game in this area.

Speakers: Nisha Dhanoa, Esq. and  
Michael Hines, Esq., Hicks Morley

12:15-1:00 p.m. Lunch

1:00-2:30 p.m.

Political Discourse in Public Schools –  
Complex Issues without Simple Rules

Public schools can limit the exercise of  
free speech rights within their buildings  
and grounds, including expressions of  
political solidarity. But what if school  
officials want to allow or even engage in  
such speech? When and what limitations  
might be appropriate? To whom would  
they apply? Understand better the legal  
issues involved.

Facilitator: Jay Worona, Esq., New York  
State School Boards Association

Speakers: Dr. Oliver Robinson,  
Shenendahowa Superintendent,  
Dr. Escobedo, Superintendent Chula Vista  
Elementary School, Mr. Ramirez, Chula  
Vista Elementary School

2:30 to 3:45 p.m.

## Recruiting and Securing a Diverse Workforce

School Districts as employers often wish to strive to secure a workforce which is diverse but in the absence of thoroughly understanding federal laws and judicial interpretations of such laws, districts can get themselves into trouble. Learn how to properly navigate these choppy waters.

Speaker: Dr. Brandy Lovelady Mitchell, Director of Diversity, Equity, and Inclusion, Kent Intermediate School District

4:00-5:30, Canadian Caucus

## Tuesday, March 12

7:30-8:30 a.m. Breakfast

8:30-9:45 a.m. Sexual Harassment of Staff – What every School District needs to know

The prohibition against sexual harassment in the workplace is not new. But the #MeToo Movement shows work still needs to be done in this area. Review what constitutes the parameters of federal law in this area for purposes of assessing whether your school district policies and practices adequately protect both your district and its staff. Reassess your prevention, identification, investigation and resolution processes.

Speaker: Dr. Robert Schindler, Esq., Luck Albertson

10:00-11:00 a.m.

School Security and Employee Rights

Collective bargaining implications that present themselves as school districts enact and strengthen their security measures.

Speaker: David Cirillo, Esq., Director of Staff Relations, West Genesee Central School District, and Mark Pettitt, Director of Labor Relations, OCM BOCES

Or

High Stakes Bargaining with No Chips at the Table

Discuss how to effectively bargain despite the presence of depleted reserves and laws that limit districts from raising revenue

Speaker: Namita Brown, Esq. Fagen Friedman & Fulfroost

11:00-11:15 a.m. Break

11:15-12:15 p.m.

Responding to Employees under the Influence

One of the greatest challenges employers face is having to respond to employees who show up to work under the influence of drugs or alcohol. Learn what constitutes the law surrounding this area and what options school employers have.

Speaker: Cindy Francis, Assistant Director of Operation, Human Resources, Peel District School Board

12:15-1:15 p.m. Lunch

1:15-2:15 p.m.



## Getting Your Board on Board: Building Strong Support for Negotiations

Setting and maintaining clear, positive direction is crucial for successful bargaining, but it takes work and time. Learn how to ensure board members are clear on the district's goals and spending priorities and how negotiations align with them. Get tips on board dynamics, union strategies, and community engagement.

Speakers: Terilyn Finders, Director of Communications, Fagen Friedman & Fulfrost and Mike Roberts, Chief Executive Officer, BC School Trustees Association (BCSTA)

4:00-6:00 p.m. Group Activity Option

## Wednesday, March 13

7:30-8:30 a.m. Breakfast

8:30-9:45 a.m. What constitutes "Reasonable Accommodations" that Employers must make for disabled Employees?

Employers must make reasonable accommodations to support employees who have physical and emotional disabilities. Doing so, however, places employers in a difficult place in terms of managing their workforce. Join a

discussion of what constitutes the legal parameters in this area and practical advice of how employers can best operate.

Speakers: Michael Hines, Esq. Hicks Morley and Jacqui Litra, Esq. Fagen, Friedman & Fulfrost LLP

10:00 to 11:30 a.m.

Work-life integration benefits: Key tools for employee attraction, retention and wellbeing

Technology has stretched the traditional workday. Tasked with managing a constant information stream, employees don't always log out for the day when they go home. This new normal can help move business along, but it can also lead to employee burnout. Review top trends that promote health work life integration. Participants will return to their organizations with tangible ideas and strategies.

Sharon Brognia, Area VP, Benefits, Gallagher Insurance and Risk Management

11:30-12:30 p.m. Board of Directors Meeting