



**Pepple & Waggoner, Ltd.**  
ATTORNEYS AT LAW

**SCHOOL LAW UPDATE SEMINAR**

<b>The Quest Conference Ctr. Columbus, Ohio Thursday, September 14, 2023</b>	<b>Glenmoor Country Club Canton, Ohio Thursday, September 21, 2023</b>	<b>Holiday Inn Cleveland-South Independence, Ohio Thursday, September 28, 2023</b>
8:20 – 8:50	<b>REGISTRATION</b>	
8:50 – 9:00	<b>INTRODUCTION</b>	
9:00 – 9:30	<b>RETHINKING YOUR DISTRICT'S APPROACH TO STUDENT DISCIPLINE</b>	Brian J. DeSantis, Esq.
	<ul style="list-style-type: none"><li>• Fixing common suspension &amp; expulsion errors</li><li>• Addressing severe conduct by students with disabilities</li><li>• The role of law enforcement &amp; school resource officers</li></ul>	
9:30 – 10:00	<b>BOARD POLICIES NEEDING REVIEW DUE TO RECENT LEGISLATIVE CHANGES AND COURT DECISIONS</b>	Daniel L. Lautar, Esq.
	<ul style="list-style-type: none"><li>• Public participation and conduct at board meetings</li><li>• Recent legislative changes impacting policies</li><li>• Complaints regarding library books and required classroom reading</li></ul>	
10:00 – 10:15	<b>BREAK</b>	
10:15 – 10:45	<b>BARGAINING INTELLIGENTLY IN 2024</b>	Kevin J. Locke, Esq.
	<ul style="list-style-type: none"><li>• Maintaining and strengthening management rights</li><li>• Responding to salary proposals that break the bank</li><li>• Litigation that has impacted your Negotiated Agreements</li></ul>	
10:45 – 11:15	<b>DON'T GET TRIPPED UP BY DUE PROCESS WHEN DISCIPLINING EMPLOYEES</b>	Donna M. Andrew, Esq.
	<ul style="list-style-type: none"><li>• The ins and outs of due process</li><li>• Documentation, documentation, documentation</li><li>• Imposing discipline that fits the employee's improper conduct</li><li>• Violations of the Licensure Code of Professional Conduct</li></ul>	
11:15 – 11:45	<b>SENSIBLE EMPLOYEE BENEFITS FOR RETAINING EMPLOYEES</b>	Mark J. Jackson, Esq.
	<ul style="list-style-type: none"><li>• Employee health insurance coverage and new federal compliance requirements</li><li>• HSAs, HDHPs, FSAs, &amp; HRAs – What do these mean and should we offer them?</li><li>• Rules for severance pay, break periods, and pregnant employees</li></ul>	

11:45 – 12:45

**LUNCH**

12:45 – 1:15

**HOW TO KEEP YOUR VENDOR CONTRACTS  
LEGALLY COMPLIANT**

Christian M. Williams, Esq.

- Board authority to contract
- When a purchase contract is subject to bidding
- Purchasing consortium issues
- Clauses to demand and avoid in vendor contracts

1:15 – 1:45

**WHAT ALL ADMINISTRATORS NEED TO KNOW  
ABOUT SECTION 504**

Jacqueline Walsh  
Brickman, Esq.

- Section 504 versus the IDEA
- Child find under Section 504
- Compliance in extracurricular activities and other district programs

1:45 – 2:00

**BREAK**

2:00 – 2:30

**UNDERSTANDING ETHICS AND  
PUBLIC CONTRACT RESTRICTIONS**

Milko Cecez, Esq.

- Recognizing nepotism
- Exceptions to having an unlawful interest in a public contract
- Participation in negotiations

2:30 – 3:00

**CASE LAW AND LEGISLATIVE UPDATE**

Samuel B. Robb, Esq.

3:00 – 3:30

**LEGAL “POTPOURRI” FOR 2023**

Panel Discussion

- Fast FAQs on FMLA
- The skinny on social media (for staff and students)
- A refresher on religion in schools