



Pepple & Waggoner, Ltd.
ATTORNEYS AT LAW

SCHOOL LAW UPDATE SEMINAR

The Quest Conference Ctr. Columbus, Ohio Thursday, September 11, 2025	Glenmoor Country Club Canton, Ohio Thursday, September 18, 2025	Holiday Inn Cleveland-South Independence, Ohio Thursday, September 25, 2025
8:20 – 8:50	REGISTRATION	
8:50 – 9:00	INTRODUCTION	
9:00 – 9:30	STRATEGIES FOR IMPLEMENTING EFFECTIVE EMPLOYEE LAYOFFS	Christian M. Williams, Esq.
	<ul style="list-style-type: none">• Deciphering ORC teacher RIF seniority provisions• RIF language to avoid in your union contracts• Is your administrative RIF policy up to date?	
9:30 – 10:00	TEACHER CONTRACTS: CAN I EXTEND MY LIMITED OPTION ON WHETHER TO RECOMMEND A CONTINUING CONTRACT?	Immy Singh, Esq.
	<ul style="list-style-type: none">• Requirements for a teacher to attain a continuing contract• When must a teacher be granted a continuing contract?• Can teachers still teach when they fail to timely renew their licenses?	
10:00 – 10:15	BREAK	
10:15 – 10:45	COLLECTIVE BARGAINING IN THIS EVER-CHANGING WORLD	Kevin J. Locke, Esq.
	<ul style="list-style-type: none">• HB 96 impact on transferring teachers and other areas• Bonuses for hard-to-fill positions• Impact of shorter forecasting period	
10:45 – 11:15	THE “BLUEPRINT” FOR COMPETITIVE BIDDING: DOS, DON’TS, AND UPDATES	Bradley A. Novak, Esq.
	<ul style="list-style-type: none">• The basics, exceptions, and best practices for bidding• Legislative changes via HB 96 – what does it mean moving forward?• Selecting a successful bidder	
11:15 – 11:45	THE DO’S AND DON’TS OF DISCIPLINING STUDENTS WITH DISABILITIES	Jacqueline Walsh Brickman, Esq.
	<ul style="list-style-type: none">• Complying with the 10-day rule• Conducting a defensible manifestation determination review• Discipline for students on 504 plans	
11:45 – 12:45	LUNCH	

12:45 – 1:15

**WHEN TO SEEK LEGAL ADVICE FOR A
WORKERS' COMPENSATION CLAIM**

Emily J. Paisley, Esq.

- The intersection of ADA, FMLA, and BWC
- Managing leave and return to work
- Avoiding the mushroom cloud claim

1:15 – 1:45

**PARENTS, PARENTS EVERYWHERE:
THE ERA OF PARENTS' RIGHTS**

Brian J. DeSantis, Esq.

- When parents have a right to know: Parents' Bill of Rights
- Navigating: premises bans, residence, sports, and records
- Participating in student discipline and IEP meetings

1:45 – 2:00

BREAK

2:00 – 2:30

BOARD POLICY: THE BUDGET BILL AND BEYOND

Daniel L. Lautar, Esq.

- Prohibiting student cell phone use while retaining exceptions
- Interdistrict open enrollment for military children
- The evolution of released time for religious instruction

2:30 – 3:00

I HAVE A COMPLAINT – NOW WHAT?

Donna M. Andrew, Esq.

- Title IX, Title VII, harassment, or something else?
- Choosing the board policy that needs to be followed
- Ensuring a legally defensible investigation

3:00 – 3:30

**AVOIDING ETHICS AND CONFLICTS OF INTEREST
VIOLATIONS FOR ADMINISTRATORS AND BOARD
MEMBERS**

Tony K. Telidis, Esq.

- Following the correct procedures to hire a family member
- Purchasing from a district employee or Board member
- Negotiating when a family member is across the table

Case Law and Legislative Update will be provided as an article to attendees without a presentation from a speaker.