



Pepple & Waggoner

ATTORNEYS AT LAW

**SOUTHWEST OHIO
EDUCATION LAW SEMINAR**

*Marriott Cincinnati North
West Chester, Ohio
Thursday, February 12, 2026*

8:20 – 8:50

REGISTRATION

8:50 – 9:00

WELCOME & INTRODUCTION

Daniel L. Lautar, Esq.

9:00 – 9:45

**SALARY SCHEDULES AND CREATIVE
COMPENSATION SOLUTIONS**

Kevin J. Locke, Esq.

- Career vs. starting salary
- Attracting and keeping employees
- Rewarding good attendance

9:45 – 10:30

**IMPOSING EMPLOYEE DISCIPLINE THAT
SURVIVES A CHALLENGE**

Donna M. Andrew, Esq.

- Basing discipline on thorough investigations
- How to decide the appropriate level of discipline
- Dotting the “i”s and crossing the “t”s of due process
- Knowing the pitfalls of bad discipline language in a CBA

10:30 – 10:45

BREAK

10:45 – 11:30

**AVOIDING COSTLY SPECIAL EDUCATION
MISTAKES**

Jacqueline Walsh
Brickman, Esq.

- Properly maintaining and providing access to special education records
- Addressing allegations of disability-based harassment
- Complying with disciplinary procedures for students with disabilities

11:30 – 12:30

LUNCH

12:30 – 1:15

**BACK TO THE FUTURE:
THE TITLE IX GRIEVANCE PROCESS**

Daniel L. Lautar, Esq.

- Review of developments in the federal regulations
- Tips for conducting sexual harassment investigations
- Grounds for dismissal and appeals of sexual harassment complaints

1:15 – 2:00

**SUSPENSIONS, EXPULSIONS, APPEALS AND
OTHER STUDENT DISCIPLINE**

Christian M. Williams, Esq.

- Discipline basics
- Appeals to the board of education
- Common discipline mistakes

2:00 – 2:15

BREAK

2:15 – 3:00

**SOCIAL MEDIA & DIGITAL CITIZENSHIP:
NAVIGATING THE DIGITAL LANDSCAPE**

Brian J. DeSantis, Esq.

- Disciplining staff social media posts (school-related and unrelated)
- Safeguards for digital interactions among students, staff, and parents
- Strategies for responding to false or disparaging social media
- Issues with AI listening to and transcribing board, staff, and IEP meetings

