



Pepple & Waggoner, Ltd.
ATTORNEYS AT LAW

SCHOOL LAW UPDATE SEMINAR

The Quest Conference Ctr. Columbus, Ohio Thursday, September 10, 2026	Glenmoor Country Club Canton, Ohio Thursday, September 17, 2026	Holiday Inn Cleveland-South Independence, Ohio Thursday, September 24, 2026
8:20 – 8:50	REGISTRATION	
8:50 – 9:00	INTRODUCTION	
9:00 – 9:30	When the Mission is Not Being Accomplished: Nonrenewing Teachers	Donna M. Andrew, Esq.
	• General Statutory Requirements and Procedures • Checking the CBA for Local Extra Steps • “Can My Rebuttal Save My Job?”	
9:30 – 10:00	Avoiding Legal Pitfalls of Student Discipline	Bradley A. Novak, Esq.
	• Investigating Student Conduct Prior to Imposing Discipline • Common Suspension and Expulsion Errors • Proper Handling of Discipline Meetings and Appeals	
10:00 – 10:15	BREAK	
10:15 – 10:45	Bargaining Intelligently in 2027	Kevin J. Locke, Esq.
	• Implementing Reductions in Force • Placement of New Employees on the Salary Schedule • Calamity Day Provisions	
10:45 – 11:15	How to Properly Respond to Public Records Requests	Tony K. Telidis, Esq.
	• Impact of AI on Records Requests • Recent Litigation Affecting Public Records Processing • Responding to Commercial Requests	
11:15 – 11:45	Working With Boosters and Outside Organizations	Brian J. DeSantis, Esq.
	• Booster Club Oversight: Best Practices and Potential Liability • Ethical Pitfalls for Administrators and Coaches • Accepting Donations, Fundraising, and NIL Compliance	
11:45 – 12:45	LUNCH	

12:45 – 1:15

How to Manage and Win Union Grievances

Christian M. Williams, Esq.

- Limiting the Scope of What is Grievable
- Managing Grievance Timelines
- Knowing When to Mediation/Settle Grievances and When to Arbitrate

1:15 – 1:45

Good Responses to Bad Behavior: Strategies for Addressing Student Behaviors Under the IDEA

Jacqueline Walsh
Brickman, Esq.

- Timely Identifying and Addressing Behaviors
- Implementing FBAs and BIPs
- Working with BCBAs and Other Outside Experts

1:45 – 2:00

BREAK

2:00 – 2:30

Student Absenteeism: Empty Seats Mean a Full Workload

Daniel L. Lautar, Esq.

- Responding to Chronic Absenteeism Under H.B. 96
- Enforcing Student Attendance Laws
- Impact On Open Enrollment Determinations

2:30 – 3:00

**Just What the Doctor Ordered:
A Primer On Leave Requests**

Emily J. Paisley, Esq.

- Eligibility for sick leave, FMLA, and other common leaves
- Dealing with less-common leave issues
- How statutes, policies, and bargaining can help instead of hurt

3:00 – 3:30

School Board and Open Meetings Issues

Immy Singh, Esq.

- How to Properly Give Notice of a Special Meeting
- The Meaning and Importance of Public Deliberations
- Lawful Bases for Going into Executive Session

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