

**WASPA LEGAL SEMINAR AGENDA**  
**July 9 and 10, 2019**  
**Stone Harbor Resort in Sturgeon Bay, WI**

Tuesday, July 9

7:15 - 8:00	Breakfast
8:00 - 8:30	Introductions
8:30 - 10:00	Scenarios - You Make The Call!
10:00 - 10:15	Break
10:15 - 11:45	<p><b>Icing the Investigation: Avoiding the Fissures That Lead to Adverse (Re)Actions - Malina Piontek, attorney</b></p> <p>This session will focus on avoiding pitfalls during and after the process of conducting a sensitive, high profile personnel investigation. Attorney Malina Piontek will explore common collateral issues HR professionals face including: how to address internal and community perceptions during the investigatory phase; managing the creation and release of records; navigating the DPI mandatory reporting process; working with law enforcement; and post-investigation messaging to district stakeholders.</p>
11:45 - 12:30	LUNCH
12:30 - 2:00	<p><b>Proactive Responses to #Whats Next? - James R. Korom, vonBriesen and Roper, S.C.</b></p> <p>This session will address the top 10 issues HR Practitioners need to be aware of and how processes can be put in place to effectively manage them. Learn how to create policy and be proactive about thinking through responses before emerging issues (whether hashtag or not) reach your district.</p>
2:00 - 2:15	Break
2:15 - 3:00	Q & A with Attorneys
3:00 - 4:15	<p><b>When Dangerous Students Meet Difficult Teachers - Gary M. Ruesch, Buelow Vetter, Buikema, Olson &amp; Vliet, LLC</b></p> <p>When behaviorally challenging students interface with staff who are unable or unwilling to implement IEPs, 504 Plans or other interventions, the results can be disastrous. This presentation will review the liability of the school district as well as that of students, their parents, and staff when somebody gets hurt or harmed as a result. Gary will review the importance of considering the health and safety of staff and students when placing dangerous students, including those with disabilities in classroom environments, both regular and special education.</p>

	Appropriate disciplinary (employee and student) and statutory options and processes will be reviewed. Gary will also address, safety, preventive, and investigative measures, as well as the application of relevant board policies. Finally, recommended practice pointers will be suggested to help minimize such risks.
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Wednesday, July 10

7:15 - 8:00	Breakfast
8:00 - 9:30	<p><b>What Should I Be Doing With My Employee Handbook? - Kirk D. Strang</b>, Strang, Patteson, Renning, Lewis &amp; Lacy</p> <p>Experienced human resources officials understand that the employee handbook truly defines the relationship between a school district and its employees. Nevertheless, HR professionals also understand the limitations of employee handbooks, the need to review them on an ongoing basis, and the challenges of their own that handbooks can present.</p> <p>This session identifies issues related to employee handbooks that HR professional should consider and perhaps address. We will discuss and compare good language with bad language, and identify language that may be missing. We will also consider certain examples of commonly used language that may be worth reviewing again. In addition, the relationship between handbooks, individual contracts, and school board policy will be explored, so that the right provisions can be put where they belong and accomplish what they are meant to do.</p> <p>Join Attorney Kirk Strang for a nuts and bolts discussion of employee handbook issues and what you can do about them.</p>
9:30 - 9:55	Q & A with Attorneys
9:55 - 10:15	Break and Check Out
10:15 - 11:45	<p><b>The Current State of Labor Relations and Employment Relations - Michael J. Julka</b>, Boardman and Clark</p> <p>Five years ago this month, the Wisconsin Supreme Court issued its decision holding that 2011 Wisconsin Acts 10 and 32 were constitutional, thereby upholding both acts in their entirety. A considerable amount of sifting and winnowing has occurred in school districts as labor relations have been minimized, while employment relations have become</p>

	<p>preeminent. Experienced human resource practitioners will benefit from an “update” with respect to the developments that have become important considerations regarding school district employment. The role of unions has obviously diminished, but the legal obligations associated with labor relations and employment relations continue to present challenges. This presentation will review the legal landscape in Wisconsin, but will also reflect upon the concerted activity in other states and how it may impact Wisconsin. Attendee participation will be encouraged.</p>
11:45 - Noon	Closing