

# IASPA THIRTEENTH ANNUAL CONFERENCE

**Thursday: January 23, 2020**

**7:45-8:15 Registration and Breakfast:** Regency Ballroom  
*Breakfast co-sponsored by: EDUStaff*

**8:15-8:30 Welcome: Andy Piper, IASPA President** Regency Ballroom  
*Color Guard – Naperville VFW 3873*

**8:30-9:45 Keynote Address: Jimmy Casas** Regency Ballroom  
**“Live Your Excellence Starting Today!”**  
*Keynote speaker sponsored by: HUMANeX*

**9:45-10:00 Vendor Walk & Break**

**10:00-11:00 Breakout Sessions** (*choose one of the following*):

Topic	Presenter	Room
Title IX Training	Jackie Wernz-Franczek	Birch/Hickory
Metrics for determining how certain type of CBA language correlates to other district functions	Dr. Bob Bruno	Aspen
Happiness in Human Resources	Monica Schroeder	Redwood
School Board Policy and Procedure Review	Briant Kelly	Rosewood
How Do We Truly Make a Difference Using Difficult Conversations and Systematic Change?	Dr. Sara Dail	Cypress
Vendor: Gallagher - Financial Wellbeing: No longer a trend but a reality	Gallagher Wellbeing Team	Oak

**11:00-11:15 Vendor Walk & Break**

**11:15-12:15 Breakout Sessions** (*choose one of the following*):

Topic	Presenter	Room
Supporting New Leaders Through an HR Lens	Danielle Carter	Aspen
Hiring Practices and Procedures- Eliminating Implicit Bias in Hiring	Chris Olson	Rosewood
Who are the exemplars in YOUR organization?	Jon Bartelt	Redwood
Licensure Update	Shirley Bloom	Birch/Hickory
Bargaining	Tony Loizzi	Cypress
Vendor: Robbins Schwartz FMLA/FLSA	Frank Garrett	Oak

**12:15-1:15 Luncheon, Annual Business Meeting** Regency Ballroom  
*Lunch co-sponsored by: Tyler Technologies and Frontline Education*

**1:15-1:30 Vendor Walk and Break**

**1:30-3:00 General Session- *Oh Springfield, What Have You Done For Me Lately?***  
**Sara Boucek** Regency Ballroom

***Support Staff Breakout Sessions***

<b>Time</b>	<b>Topic</b>	<b>Presenter</b>	<b>Room</b>
1:30-2:15	The Spreadsheet is Your Friend: Using the Power of Excel & GoogleSheets for Workforce Planning	Dale Fisher, Ed.D, pHCLE	Redwood
2:15-3:00	HR Records and Retention	John Fester, Scariano, Himes & Petrarca	Rosewood

**3:00- President's Reception** Atrium  
*President's Reception sponsored by: Hodges, Loizzi, Eisenhammer, Rodick & Kohn*

**Friday: January 24, 2020**

**8:00-8:30 Registration and Breakfast** Regency Ballroom  
*Breakfast sponsored by: Kelly Education*

**8:30-9:30 Breakout Sessions (choose one of the following):**

Topic	Presenter	Room
From Frantic to Focused: What's Really Causing Teacher Stress (and What Can Be Done About It)?	Brian Graber	Aspen
Be Kind, But also Be Strategic: Enhance Culture but also Stay Out of HR Jail	Mary Dudek	Redwood
Proven Recruitment Strategies Using Video-Based Software Applications to Combat the Teacher Shortage	Greg E. Dietz	Rosewood
A Workflow for Conducting Employee Investigations	Dale Fisher, Ed.D, pHCLE	Birch/Hickory
Unsatisfactory Evaluation Appeals	Cindi DeCola and Jeff Goelitz	Cypress
Vendor: Kelly Education - Focusing on Unconscious Bias with Conscious Actions	Nicola Soares	Oak

**9:30-9:45 Vendor Walk & Break**

**9:45-10:45 Breakout Session: (choose one of the following):**

Topic	Presenter	Room
Poker, Proverbs, and Interpersonal Prowess: Reading and Managing Emotions at the Meeting Table	Mike Portwood	Aspen
Coffee Talk	Jon Bartelt	Redwood
Is PERA Dead? <i>Implementation of a Local Appeals Process for Unsatisfactory Ratings</i>	Catie Locallo	Rosewood
Rethinking Tenured Staff Evaluation	Pete Theis	Cypress
Harassment	Lisa Callaway - Engler Callaway Baasten & Sruga	Birch/Hickory

Vendor: Ed Week - EdRecruiter Findings: What 5,000+ job seekers say about recruitment and retention in K-12	Dave DePasquale	Oak
---	-----------------	-----

**10:45-11:00 Vendor Walk and Break**

**11:00-12:00 Mini Keynote: *Delving into the Weeds: The Ins and Outs of Marijuana in Schools***  
**Mohammed Lakhani** Regency Ballroom