

IPC 44TH ANNUAL FALL SYMPOSIUM THURSDAY, OCTOBER 17, 2024

| Registration/Breakfast | Registration Desk/Crystal Ballroom A - C | 7:30 am - 8:30 am |
|------------------------|--|--------------------|
| General Session | Crystal Ballroom A - C | 8:30 am - 10:00 am |

<u>Strategies for Responding to Requests for Religious and Disability Accommodations</u> Presenters: Mark Thompson, Todd Robbins, Brooke Romero

Requests for accommodations related to disability and religious freedom have evolved in recent years, often influenced by politics and current events. This presentation will frame the current state of the law affecting accommodations in employment, highlight trends and relevant case studies, and facilitate interactive discussions on best practices and potential pitfalls faced by educational institutions.

| Break | | 10:00 am - 10:15 am |
|------------------|----------------------------|---------------------|
| Breakout Session | Crystal Ballroom A – C & F | 10:15 am - 11:30 am |

A. California Public Records Act & Personnel Records

Presenters: Brooke Jimenez, Jeffrey Torres

Following a review of the basics of the CPRA, this workshop will examine recent trends and decisions arising from public records requests, exploring strategies to ensure efficient processing consistent with legal requirements. It will also delve into the legal requirements concerning an employer's custody of personnel records and an employee's privacy interests.

B. Legally Compliant Hiring Practices

Presenters: Beverly Ozowara, Erica Noriega

Hiring successful employees begins with hiring practices that are legally compliant and designed to assist you with finding the best candidate. This workshop will review the do's and don'ts of hiring practices, such as questions to ask and not ask during interviews, factors that can be considered when making hiring decisions, background checks, and other safeguards.

Lunch

Crystal Foyer

11:30 am - 1:00 pm



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General Session

Crystal Ballroom A - C

1:00 pm - 2:30 pm

<u>Certificated Non-Reelection/Classified Probationary Release – Best Practices for a Successful</u> <u>Test Drive</u>

Presenters: Mark Thompson, Beverly Ozowara, Gabriela Rodriguez

Non-reelecting and releasing probationary employees are vital to personnel management. The legislature allows educational employers to give each new employee a test-drive before permanence rights kick in. It's essential to understand how to non-reelect and release certificated and classified employees in a way that minimizes risks of challenge or litigation. This interactive presentation will cover the steps in the non-reelection and probationary release processes, best practices, common pitfalls, and real-life case studies.

| Break | 2:30 pm - 2:45 pm |
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| | |

Breakout Sessions

Crystal Ballroom A – C & F

2:45 pm - 4:00 pm

A. Preparing Effective Employee Evaluations & Avoiding Pitfalls

Presenters: Todd Robbins, David Robinett, Brooke Romero

Employee evaluations are critical for assessing performance in an organization. Governed by statute and collective bargaining agreements, this presentation will provide guidance on statutory requirements to ensure district practices are compliant with the law. It will also discuss best practices for ensuring evaluations are effective in helping employees improve their performance.

B. <u>Negotiations Update/labor Related Issues</u>

Presenters: Brooke Jimenez, Jeffrey Torres

Labor relations significantly impact district operations and community service. This workshop will discuss recent trends at the table, negotiation tactics, and strategies for achieving peaceful relationships. It will cover the legal authority governing labor relations to help districts avoid grievances, unfair practice charges, and other claims.

| Attorney Time/Cocktail Hour | Rose Lawn | 4:30 pm to 5:30 pm |
|-----------------------------------|---------------|--------------------|
| Client Appreciation Dinner | Mountain View | 6:00 pm to 8:00 pm |



IPC 44TH ANNUAL FALL SYMPOSIUM FRIDAY, OCTOBER 18, 2024

Registration/BreakfastCrystal Ballroom A - C7:30 am - 8:30 amJoint RCOE/SBCSS Personnel Administrators Mtg.Crystal Ballroom A - C8:30 am - 10:30 amBreak10:30 am - 10:45 am

General Session

Crystal Ballroom A – C 10:45 am - 12:00 pm

California Education Budget & Collective Bargaining Landscape

Presenter: John Gray, President/CEO School Services of California In this session, John will provide an overview of state revenues, the economy, Proposition 98, and the California State Budget as well as a look at the collective bargaining landscape as he sees it.

Upcoming Events

 HR-101 Workshop Understanding Collective Bargaining Tuesday, November 5, 2024
SBCSS Dorothy Inghram Learning

Fitness for Duty

Wednesday, November 13, 2024, Workshop SBCSS Dorothy Inghram Learning

•HR-101 Workshop Certificated Employee Discipline Friday, December 13, 2024

RCOE Conference Center

Visit Our Website to Register: www.ipclaw.org

Please note an email will be sent out when registration opens for all future IPC Events.