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TEXAS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

TASBO 2021 Payroll & Personnel Academy - Denton

Tuesday, October 19, 8:45 AM- 4:40 PM | Wednesday, October 20, 8:55 AM- 12:30 PM

Agenda | Day One

8:45 - 9:00

Introductions and Welcome

TASBO Staff &
Committee Leaders

9:00 - 10:00

Collaborative Communication

Collaboration refers to a higher level of teamwork, where people and resources are shared in order to achieve a common goal. The glue that binds these collaborative teams together is communication. In this session, we will discuss how to use communication to form collaborative relationships with trust and respect, so that we can all focus on the goals ahead.

Dr. Stevie Dawn, CEO
Stevie Dawn Inspires, LLC

10:10 - 11:10

FLSA & FMLA

Experience an in-depth session on new rules, controversial topics and issues that can lead to trouble in your district or department. FLSA advanced topics include challenges with exemption status, calculating blended overtime rates, paying employees with multiple jobs, and more. FMLA advanced topics will include determining an employee's eligibility for FMLA and coordinating FMLA with other leave types.

Becky Estrada, RTSBA,
Education Associate,
TASBO

11:20 - 12:20

TRS Recent RE Portal Enhancements

Receive a demonstration from TRS on recent enhancements to the RE Portal's functionality, including a more robust View Employee Information screen. Discuss new training options available to both payroll and human resource personnel.

Catarina Saucedo
Senior Reporting Analyst
TRS

Katie Tucker
Employer Reporting
Manager
TRS

BREAK

Lunch

1:20 - 2:20

Leaves and Absences Update

This session will explain recent changes to local policy and new required leave programs. Join HR Services consultants to learn about revisions to Policy DEC (LOCAL) in Update 117, that removed administrative procedures and requires development of local regulations or procedures. New statutes providing leave for employees called to active state duty in response to a disaster and peace officers employed by a district also will be discussed.

April Mabry
Assistant Director,
HR Services, TASB

2:30 - 3:30

Confidentiality of HR and Payroll Records/ PIA

Confidentiality is critical for files and records in your department. Learn more about the Public Information Act, records retention, as well as what employees need to know about safeguarding documents.

Cynthia Rincón
Chief | Risk, Ethics, & Compliance Management,
Fort Worth ISD

3:40 - 4:40

TIA Spending and Funding

This session will focus on requirements and best practices related to spending TIA funds. It will review tips for districts considering applying for TIA or updating their spending plans, address common myths, and provide some options for districts to consider related to their spending plans.

Matthew Holzgrafe
Director of Teacher Compensation Strategy,
TEA

Agenda | Day Two

8:55 - 9:00

Welcome

9:00 - 10:00

TRS – It Takes Both Sides to Get It ALL Done!

We are a few years into the 100% reporting of school district wages and TRS contributions. We've learned a lot along the way. One of the most important lessons is that both HR and payroll play a vital role in the TRS eligibility, compensation, and contribution reporting. Hear an overview and discuss the shared responsibilities.

Tonya Davis, RTSBA
Director Payroll/Benefits
Round Rock ISD

Pattie Griffin, RTSBA
Director of Human Resources
& Professional Learning
San Angelo ISD

BREAK

Hotel Check Out

10:20 - 11:20

Health Insurance, Not for the Faint of Heart

Hear from two different district leaders regarding their current health care insurance offerings and the process they went through to seek feedback from stakeholders after the passage of SB1444. Examine the steps they took to work with constituents towards a district proposal/board vote. Additionally, learn how one district has remained self-funded and what it takes to maintain the health of an internal program.

Tonya Davis, RTSBA
Director Payroll/Benefits
Round Rock ISD

Chris Bomberger
Executive Director
Denton ISD

11:30 - 12:30

TRS Active Care Session: Your Future, Your Way

Review the future of TRS health programs, the process for joining or leaving TRS-ActiveCare, and how to request the claims data needed when researching options. Additionally, learn more about the opportunity for school administrators to partner with TRS to tailor future benefits offerings, in an effort to continue to provide competitive, reliable options for TRS-ActiveCare.

Christina Juarez
Health Engagement Manager
TRS

Katrina Daniel
Chief Healthcare Officer
TRS

Meaghan Bludau
Chief of Staff
TRS

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