

Agenda | Day One | Wednesday, January 24

8:45 – 9:00

Introductions and Welcome

TASBO Staff

9:00 – 10:00

ChatGpt for Better HR

Receive an overview of how to best to use ChatGPT to help your HR team perform their best. Gain a better understanding of how ChatGPT can be used to enhance productivity and compliance in the workplace, as well as the legal and ethical considerations that must be taken into account when implementing this powerful AI tool.

Suzanne Lucas
Evil HR Lady

10:10 – 11:10

Teacher Incentive Allotment: A Collaborative Approach

Discuss the basics of the Teacher Incentive Allotment program as well as our district's perspective on how to work as a team to build your local designation system. Examine the financial components of the program, including how to handle hiring designated teachers without a local designation system in place.

Luke Ocker
Chief Financial Officer
Jacksonville ISD

Kala Moore
Chief HR Officer
Jacksonville ISD

11:20 – 12:20

Navigating Compensation Crossroads

Delve into the compensation challenges posed by the conclusion of ESSER funds, with a focus on effectively managing positions created through this funding. Learn innovative approaches to navigate limited funds while addressing pay increases, incentives, bonuses, and supplements. Gain insight into how districts are handling ESSER-funded positions once the financial support concludes, ensuring adequate staffing in the face of evolving budgetary constraints.

Johnny W. Hill, RTSBA, CPA
Deputy Supt. for Business & Employee Services
Plano ISD

Duana Kindle, Ed.D.
Chief of Employee Services
Plano ISD

BREAK

Lunchtime

1:20 – 2:20

My Employee Did What?

Responding Effectively When an Employee "Breaks Bad"

Whether it's an allegation of inappropriate social media conduct outside of school, breaking the rules for speech or curriculum in the school building, or sexual harassment against a student, this session will help you handle these issues sensitively and in a way that minimizes risk for your district. Topics covered will include First Amendment speech and religion protections, Title IX and Title VII sexual harassment, and general employee discipline principles.

Jackie Gharapour Wernz
Partner, Education Law
Thompson & Horton LLP

2:30 – 3:30

Understanding and Implementing HR Policies

Legal and local policies are the foundation for all HR functions and decisions. Explore board adopted provisions relevant to HR. Take part in a fast-paced and interactive session to learn how to ensure your practices and employment actions align with policy.

Jennifer Barton
TASB HR and
Compensation Consultant

Lauren Wurman
TASB HR and
Compensation Consultant

3:40 – 4:40

Understanding Educator Contract Administration

Receive an overview of educator contract management. Chapter 21 contracts extend specific rights to employees and requires administrators to make sound decision-making. Learn how you can support your administrators with contract management and understand the types of Chapter 21, provisions associated with each contract, timing for issuing contracts, the relationship between a contract and an employee's pay, and best practices.

Jennifer Barton
TASB HR and
Compensation Consultant

Lauren Wurman
TASB HR and
Compensation Consultant

Agenda | Day Two | Thursday, January 25

8:55 – 9:00

Welcome

TASBO Staff

9:00 – 10:00

Cultivating Exceptional Educators: An Effective GYO Pipeline

Strengthen your approach to nurturing exceptional educators within your district. Imagine having a cost-effective and robust internal teacher pipeline that consistently produces competent, compassionate educators and ensures a strong, local talent pool. Gain insight into the key barriers impeding the advancement of your paras and hourly staff. Explore innovative and proven incentives to accelerate progress and entice new talent. Additionally, learn the art of selecting a university partner that cares for your staff's growth and fosters success.

Chris Merrell
VP of Advancement
Hartwell University

Pattie Griffin,
RTSBA
Retired, former HR
Director
at San Angelo ISD

BREAK

Hotel Check Out

10:20 – 11:20

Recruitment and Retention in Today's World

In today's competitive educational landscape, attracting and retaining top talent is essential for school districts to thrive. Gain insight into the unique challenges and opportunities districts face in today's talent market and how to implement effective recruitment strategies. Learn how to foster a work environment that promotes employee engagement and satisfaction and develop a retention program that encourages employees to stay and grow within the district. Receive valuable takeaways to navigate the recruitment and retention landscape and ensure that your district has the talent you need.

Teresa Daulong,
LSSGB, CAC, pHCLE
Vice President Client
Services - HR
Experience Management
Institute

11:30 – 12:30

Effective Workplace Investigations in the School District Setting

Examine best practices to utilize and pitfalls to avoid when conducting investigations into employee misconduct and/or violations of district or company policy.

Joseph L. Parks
Attorney/Consultant

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