

**32<sup>nd</sup> Annual School Law Conference**  
**February 23-24, 2017 • AT&T Conference Center • Austin, TX**  
**February 23-24, 2017 • Live Webcast**

**Thursday Morning, Feb. 23, 2017**

**Presiding Officer:**

**Ellen H. Spalding**, Rogers, Morris & Grover, L.L.P. - Houston, TX

7:30 am In Austin Only	<p><b>Registration Opens</b></p> <p>Includes continental breakfast.</p>
8:25 am	<p><b>Welcoming Remarks</b></p>
8:30 am 1.00 hr	<p><b>Commissioner Decisions Update</b></p> <p>Hear an update on Commissioner of Education decisions from the past year.</p> <p>Mark P. Tilley, Texas Association of School Boards - Austin, TX</p>
9:30 am 0.50 hr	<p><b>Recent Developments from the Attorney General's Office</b></p> <p>Survey the latest Attorney General opinions, open records decisions, and open meetings guidance applicable to Texas schools.</p> <p>Sierra Del Fisher, Karczewski Bradshaw LLP - Beaumont, TX</p>
10:00 am	<p><b>Break</b></p>
10:15 am 0.75 hr	<p><b>A Future Look at EEOC Emerging Issues</b></p> <p>Hear a succinct overview of issues important to the Equal Employment Opportunity Commission including eliminating barriers in recruitment and hiring, protecting vulnerable workers, preventing systemic harassment, wellness initiatives, gender stereotyping, social media, new forms of retaliation and harassment, and other emerging topics in the <i>Strategic Enforcement Plan for Fiscal Years 2017-2021</i>.</p> <p>Joe Bontke, Equal Employment Opportunity Commission - Houston, TX</p>
11:00 am 0.75 hr	<p><b>T-TESS and T-P ESS Update: A Practicum of Everyday Challenges to These New Appraisal Systems</b></p> <p>Discuss feedback from respective clients on challenges they face as they navigate these new appraisal systems, and get suggestions for avoiding wasteful days in conflict.</p> <p>Jefferson K. Brim III, Brim, Robinett, Cantu &amp; Brim, P.C. - Austin, TX          Merri Schneider-Vogel, Thompson &amp; Horton LLP - Houston, TX</p>

11:45 am 0.50 hr	<p><b>Collision of Individual Rights</b></p> <p>Student speech, service animals in classrooms, and managing dangerous behaviors—learn to navigate the contentious intersection of individual rights in the school setting.</p> <p>Eric G. Rodriguez, Walsh Gallegos Treviño Russo &amp; Kyle, P.C. - San Antonio, TX</p>
12:15 pm In Austin Only	<p><b>Lunch On Your Own</b></p>

## Thursday Afternoon

### Presiding Officer:

**Ellen H. Spalding**, Rogers, Morris & Grover, L.L.P. - Houston, TX

1:30 pm 0.50 hr	<p><b>Best Practices for Working with Transgender Students</b></p> <p>Gain practical guidance for working with students, staff, school boards, and community members on the multi-faceted issues related to transgender students.</p> <p>Marney Collins Sims, Cypress-Fairbanks ISD - Houston, TX</p>
2:00 pm 0.50 hr	<p><b>There Is No Escaping Special Education Issues for the School District Attorney</b></p> <p>Discuss the vocabulary, issues, regulations, and key cases about which all school attorneys should be aware.</p> <p>Jim Walsh, Walsh Gallegos Treviño Russo &amp; Kyle, P.C. - Austin, TX</p>
2:30 pm 0.50 hr	<p><b>FLSA Update</b></p> <p>Take a look at the Department of Labor’s recent changes to the overtime regulations and their expected impact. Explore how school districts frequently run afoul of the FLSA, practical tips to minimize liability exposure, and creative options available to school districts under the statute.</p> <p>Caitlin Holland Sewell, Rogers, Morris &amp; Grover, L.L.P. - Houston, TX</p>
3:00 pm 0.50 hr	<p><b>EEOC: Arrested Developments</b></p> <p>Hear an overview of the EEOC's <i>Enforcement Guidance on Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII</i>. Learn how the guidance affects hiring decisions and how school districts can ensure they stay on the right side of the law.</p> <p>Leah Robertson, Midland ISD - Midland, TX</p>
3:30 pm	<p><b>Break</b></p>
3:45 pm 0.50 hr	<p><b>The Importance of the Exhaustion of Administrative Remedies Doctrine</b></p> <p>Gain insight into the exhaustion of administrative remedies doctrine, including its exceptions and application during the grievance process and state court litigation.</p> <p>Juan J. Cruz, J. Cruz &amp; Associates, LLC - Laredo, TX</p>

4:15 pm 0.50 hr	<p><b>Financing, Purchasing and Selling Property</b></p> <p>Real estate transactions can trigger unique procedural and legal requirements for school districts and charter schools. Review requirements, best practices, and pitfalls of which every school lawyer should be aware when financing, purchasing, or selling real property interests.</p> <p>Michelle Regal Morris, Rogers, Morris &amp; Grover, L.L.P. - Houston, TX</p>
4:45 pm 0.75 hr ethics	<p><b>Navigating through the SBEC Educator’s Code of Ethics</b></p> <p>Survey the provisions of Texas Administrative Code § 247.2, including disciplinary proceedings and sanctions and a review of recent cases.</p> <p><i>This session has moved to Friday at 1:50 p.m.</i></p> <p>Augustin Rivera Jr., Del Mar College District - Corpus Christi, TX</p>
5:30 pm	<p><b>Adjourn</b></p>

## Friday Morning, Feb. 24, 2017

### Presiding Officer:

**Fred A. Stormer III**, Underwood Law Firm, P.C. - Amarillo, TX

7:30 am In Austin Only	<p><b>Conference Room Opens</b></p> <p>Includes continental breakfast.</p>
8:30 am 0.75 hr	<p><b>Teachers Say The Darnedest Things—Again</b></p> <p>Hear a school district attorney’s and a school employee attorney’s perspectives on the First Amendment line between school employees' speech as public employees and private citizens.</p> <p>Michael J. Currie, Texas Classroom Teachers Association - Austin, TX Christopher B. Gilbert, Thompson &amp; Horton LLP - Houston, TX</p>
9:15 am 0.75 hr 0.50 hr ethics	<p><b>Conducting School Investigations That Result in Useable Findings, On Time, and Within Budget</b></p> <p>Learn tips and best practices in conducting investigations, including evidentiary issues, information gathering, and reporting. Also, review ethics considerations, including privilege, conflicts, and more.</p> <p>Giana Ortiz, The Ortiz Law Firm - Arlington, TX Corey E. Tanner, Ogletree, Deakins, Nash, Smoak &amp; Stewart, P.C. - Austin, TX Ronnie Paiz Garcia, Underwood - Lubbock, TX</p>
10:00 am 0.50 hr	<p><b>Cameras in the Classroom</b></p> <p>Review the new Texas Education Code provision requiring the installation and operation of cameras in certain self-contained special education classrooms. Discuss the relevant Commissioner’s rules and recent Attorney General opinion, gain practical application tips, and understand FERPA implications.</p> <p>Nona C. Matthews, Walsh Gallegos Treviño Russo &amp; Kyle, P.C. - Irving, TX</p>
10:30 am	<p><b>Break</b></p>

10:45 am 0.75 hr	<p><b>Settlement Agreements for the 21st Century</b></p> <p>Explore whether it is time to update and rethink how settlement agreements are written. An employer and an employee lawyer share their thoughts on resolving conflicts and how improvements may be made.</p> <p>Kevin F. Lungwitz, The Lungwitz Law Firm, P.C. - Austin, TX Lisa R. McBride, Thompson &amp; Horton LLP - Houston, TX</p>
11:30 am 0.50 hr	<p><b>Discrimination and Student Discipline</b></p> <p>Schools are increasingly focused on maintaining safe school environments while avoiding any illegal discrimination or claims of illegal discrimination. Discuss alternative discipline techniques, the role of the Campus Behavior Coordinator, and other methods of using student discipline data to achieve optimal environments.</p> <p>Lynn Rossi Scott, Brackett &amp; Ellis, P.C. - Fort Worth, TX</p>
12:00 pm In Austin Only	<p><b>Pick Up Lunch</b></p> <p>Included in registration.</p>

## Friday Afternoon, Feb. 24, 2017

### Presiding Officer:

**Fred A. Stormer III**, Underwood Law Firm, P.C. - Amarillo, TX

### LUNCHEON PRESENTATION

12:20 pm 0.75 hr	<p><b>Every Student Succeeds Act Update</b></p> <p>Hear an overview of the new federal law and an explanation of the major changes that impact Texas school districts, including the latest updates from the Department of Education and the Texas Education Agency regarding transitions and key state decisions.</p> <p>Jasmine Wightman, Texas Association of School Boards, Inc - Austin, TX</p>
1:05 pm	<p><b>Break</b></p>
1:20 pm 0.50 hr	<p><b>Reasonable Accommodations: A Discussion of Logistics and Practical Implications</b></p> <p>Get practical tips on handling accommodation requests, including tips for working with health care providers, from the perspective of a former General Counsel turned Human Resources Administrator.</p> <p>Cynthia Rincón, Fort Worth ISD - Fort Worth, TX</p>

1:50 pm  
0.75 hr ethics

**Conflicts, Ethics and Slippery Slopes**

Taxpayer, parent, spouse, school board member—a school lawyer can hold many roles. Examine the potential conflicts of interest that can arise for school law attorneys.

*This session has moved to Thursday at 4:45 p.m.*

Amanda Moore, Texas State Teachers Association - Austin, TX  
Janet Sobey Bubert, Underwood Law, P.C. - Fort Worth, TX

2:35 pm

**Adjourn**