



Employment Law for Schools in 2012

April 12th in Winder (Barrow BOE)

Dan Murphy & Debra Golymbieski
Georgia School Law Attorneys

Topics to include:

- Recent Cases in Sexual Harassment
- Social Media Policies & Practices
- I-9 Audit Survival Tips
- Return to Work ADA and FMLA concerns
- Genetic Information Nondiscrimination Act FINAL Regulations
- Retaliation and the next wave of EEOC Claims

Dan Murphy is a partner in the education law firm of McLocklin & Murphy, L.L.P., and serves as General Counsel to the Georgia Association of School Business Officials (GASBO). For the past decade, Dan's practice has consisted almost exclusively of the representation of public school districts in Georgia. Dan is the recent co-author of The Fair Labor Standards Act in American Schools: A Guide for School Officials (Rowman & Littlefield, 2007), as well as the American Association of School Personnel Administrators' Family & Medical Leave Act Compliance Manual (AASPA, 2007), the 2009 FMLA Supplement (AASPA, 2009), the Guide to the Family Educational Rights & Privacy Act (Rowman & Littlefield, 2009) as well as the forthcoming Discipline and the Disabled Student (Rowman & Littlefield, 2012).

Debra Golymbieski is a partner in the Decatur, Georgia law firm of Wilson, Morton & Downs, LLC, located in Decatur, Georgia. Debra has extensive experience representing school systems, municipalities, counties and state governmental entities, including her current representation of the Decatur City School System. Debra has presented on a number of education law topics, including the Constitutional Rights of Public School Students and Student Discipline and Tribunal Training. In addition, Debra has served as a hearing officer for the Georgia Department of Early Care and Learning, and represents a number of private clients in her current practice.

P.O. Box 766, Winder, Georgia 30680
Voice 770-867-7446; Fax 770-867-7743

www.cslap.org
Email: Dan@cslap.org

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8:30 Welcome and Introduction

8:40 Surviving an I-9 Audit

Record keeping & retention issues (what should already be in the file!)

E-Verify and I-9 Relationship

9:10 Social Media Policies & Practices

Tips, Pointers & What NOT to do

What does the NLRB have to say about our Policy?

9:40 Retaliation & the Next Wave of EEOC Claims

Burlington aftershocks in school continue

U.S. Supreme Court Update

10:15 Break

10:30 The Genetic Information Nondiscrimination Act (GINA) comes to School

Key language our Policy should have

Final Federal regulations review & analysis

11:00 Returning to work under the ADA **and** the FMLA

Part-time work, modified schedules and other transition issues

Indefinite leave and related accommodation issues

11:30 Sexual Harassment Update & Recent Cases

How “sexual” or severe does conduct really have to be?

Essential Steps to Avoiding Employer Liability

12:00 Questions, Comments and Back to School!

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For Superintendents & Assistant Superintendents,
Human Resource Directors, Personnel Coordinators, Business and
Finance Administrators, Principals and Assistant Principals

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