

School Law Issues and More

WASB Legal and Human Resources Conference delivers important information to school leaders to help effectively govern their districts

A number of important topics were addressed by WASB staff members, Wisconsin school attorneys, and insurance professionals at the Legal and Human Resources Conference on Feb. 25-26 in Wisconsin Dells.

Sessions covered a range of topics including: school safety, special education, the Fair Labor Standards Act, employee leave rights, superintendent evaluation, transgender issues, and much more.

Barry Forbes, WASB associate executive director and staff counsel, presented a session on school board member conflict of interest. Forbes discussed the conflict of interest doctrine developed through common law which is based on the idea that a public officer, such as a school board member, owes an undivided duty to the public he or she serves.

“The common law requires that a school board member not place himself in a position that will subject him to conflicting duties or expose

himself to the temptation to act in any manner other than in the best interest of the public,” Forbes said.

Joy Gänder, of Gänder Consulting and Jim Chiolino from the Wisconsin Department of Workforce Development provided practical tips and information for schools interested in implementing school-to-work-programs. Gänder recommended that when working with employers, school districts develop written use agreements that clearly define what the student will do, when and where the work experience will take place, and, among other issues, if and how much the student will be paid. In successful school-to-work programs, good communication between the employer and school district is essential.

“Problems are exacerbated by a lack of communication, misinformation and the parties having different



Attendees heard from WASB staff, school attorneys, and insurance agents on the latest school law and human resources issues.

expectations and perceptions of the school-to-work experience,” Gänder said.

In another session, Bob Butler, WASB associate executive director and staff counsel, discussed how to handle incidents of employee misconduct. Butler addressed laws, policies and rules affecting employee misconduct investigations. Even if a district has not dealt with employee misconduct issues, Butler said it is important for school leaders to understand the process.

“While the overwhelming number of school district employees do an admirable job, if you find yourself dealing with an employee issue, it helps to know the legal and policy requirements before taking corrective action,” Butler said.

This is a sampling of the sessions that took place at the Legal and Human Resources Conference on Feb. 25-26 in Wisconsin Dells. To view presentation slides and resources for all of the sessions, visit wasb.org. Select “Meeting and Events” and then “Event Recaps.” Member log-in is required. ■

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■ New School Board Member Gatherings

The WASB New School Board Member Gatherings are an informal orientation for newly elected school board members. The meetings provide an opportunity for new school board members to:

- Discuss essential information for their first board meeting;
- Meet their WASB regional director;
- Network with new and experienced school board members in their WASB region; and,
- Learn about WASB services that can help them in their new role.

Please remind and/or inform new board members of this opportunity. Dates and locations are listed to the right. Meetings take place 7-9 p.m. For detailed locations and directions, visit wasb.org. *Registration is complimentary.*

Region 1	Wed., April 20	Spooner High School Library
Region 2	Tues., April 19	Three Lakes Jr. and Sr. High School IMC
Region 3	Thurs., April 21	Green Bay District Admin. Building Board Rm
Region 4	Thurs., April 21	Durand High School Cafeteria
Region 5	Tues., April 19	D.C. Everest Professional Development Center
Region 6	Tues., April 19	CESA 4 (West Salem)
Region 7	Thurs., April 21	CESA 6 (Oshkosh)
Region 8	Thurs., April 21	Stockbridge School District Library
Region 9	Tues., April 19	CESA 3 (Fennimore)
Region 10	Tues., April 19	Gerstenkorn Administration Building (Portage)
Region 11	Wed., April 20	Muskego-Norway District Board Room
Region 12	Mon., April 18	McFarland High School Library
Region 13	Thurs., April 21	Elkhorn School District Board Room
Region 15	Wed., April 20	Pewaukee High School, Room 240

UPCOMING EVENT: **Spring Academy Workshops**

A foundation in school board governance for new and experienced school board members

With a focus on effective governance and the legal roles and responsibilities of school board members, the 2016 WASB Spring Academy Workshops will be held in six convenient locations throughout the state. The workshops will provide a foundation for new school board members to begin learning their role and serve as a helpful refresher for experienced board members.

This year, each Spring Academy Workshop will be held in the evening from 6-9 pm. The agenda will be the same at all six locations and will include dinner and two presentations led by WASB staff — an overview of

the Key Work of School Boards and the legal roles and responsibilities of school boards.

For a detailed description and to register, visit wasb.org. ■

Spring Academy Workshops

May 10 – CESA 4, West Salem
 May 11 – CESA 2, Whitewater
 May 17 – CESA 9, Tomahawk
 May 18 – CESA 11, Turtle Lake
 May 24 – CESA 1, Pewaukee
 May 25 – CESA 6, Oshkosh

