



# 44<sup>th</sup> Annual Spring Conference

## May 1-3, 2024

### Agenda

(LR) – Labor Relations focus (HR) – Human Resources focus

Wednesday – May 1		
6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration	Palms Foyer
8:30 am - 10:30 am	<b>General Session 1</b> <b>Opening and Welcome</b> <b>Color Guard</b> <ul style="list-style-type: none"> <li>▪ JROTC Cadets, Celebration High School</li> <li>▪ Jimmy R. Soles, Lieutenant Colonel, USAF (Ret) / M. Ed</li> </ul> <b>Welcome</b> <ul style="list-style-type: none"> <li>▪ Mark West, Chief Human Resources Officer, Volusia County Schools, and FEN President</li> </ul> <b>Superintendent’s Perspective</b> <ul style="list-style-type: none"> <li>▪ Dr. Maria Vasquez, Superintendent, Orange County Public Schools</li> </ul>	Palms E, F, G
10:30 am – 10:45 am	Break	Palms D Hallway
10:45 am – 11:45 am	<b>General Session 2</b> <b>Legislative Update</b> - A comprehensive overview of the bills and budget (LR, HR). <ul style="list-style-type: none"> <li>▪ Dr. Danielle Thomas, Director of Advocacy &amp; Legislative Services, Florida School Boards Association</li> <li>▪ Jessica Janasiewicz, Government Consultant, Rutledge   Ecenia</li> </ul>	Palms E, F, G
11:50 am - 1:00 pm	Lunch Buffet	Palms D
1:00 pm - 2:00 pm	<b>General Session 3</b> <b>CFO Panel</b> - A deep dive into the proposed budget and district finance issues (LR, HR). <ul style="list-style-type: none"> <li>▪ Ron Steiger, Chief Financial Officer, Miami-Dade County School District</li> <li>▪ Sarah Graber, Chief Business &amp; Finance Officer, Osceola County School District</li> <li>▪ Kim Lake, Director of Finance, Levy County School District</li> <li>▪ Patty Wormeck, Chief Financial Officer, Flagler Schools</li> </ul>	Palms E, F, G
2:00 pm - 2:15 pm	Break	Cypress Foyer

2:15 pm - 3:45 pm	<b>General Session 4</b> <b>The Bills</b> - A deep dive into the bills that passed, district responsibilities, and bargaining implications (LR, HR). <ul style="list-style-type: none"> <li>▪ Led by FEN members</li> </ul>	Palms E, F, G
3:45 pm - 4:15 pm	<b>FEN Annual Business Meeting</b>	Palms E, F, G
5:30 pm - 6:15 pm	Networking Reception	Oasis
<b>Thursday – May 2</b>		
(LR) – Labor Relations focus (HR) – Human Resources focus		
6:30 am - 8:30 am	Hotel Breakfast	
7:30 am - 5:00 pm	Conference Registration	Palms Foyer
8:30 am - 9:30 am	<b>General Session 5</b> <b>Best Practices for Employee Investigations</b> (HR) <ul style="list-style-type: none"> <li>▪ Emily Chase-Sosnoff, Partner, FordHarrison</li> </ul>	Palms E, F, G
9:30 am - 9:45 am	Break	Palms D Hallway
9:45 am -10:45 am	<b>General Session 6</b> <b>Effective Strategies for Engaging your School Board</b> - A panel discussion on Board member roles, responsibilities, communications, and effective negotiations (LR). <ul style="list-style-type: none"> <li>▪ Andrea Messina, Chief Executive Officer - Florida School Boards Association</li> <li>▪ Carol Cook, Pinellas County School Board</li> <li>▪ Patty Hightower, Escambia County School Board</li> <li>▪ Jerry Taylor, Suwannee County School Board</li> </ul>	Palms E, F, G
10:50 am -11:50 am	<b>Concurrent Session 1</b> <b>Teacher Certification Pathways</b> (HR, LR) <ul style="list-style-type: none"> <li>▪ Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade County Public Schools</li> </ul> <b>Telling Your District Budget Story</b> (LR) <ul style="list-style-type: none"> <li>▪ Kim Lake, Director of Finance, Levy County School District</li> <li>▪ Patty Wormeck, Chief Finance Officer, Flagler Schools</li> </ul> <b>An HR Check-up</b> (HR) <ul style="list-style-type: none"> <li>▪ Emily Chase-Sosnoff, Partner, FordHarrison</li> </ul>	Cypress 1  Cypress 2  Cypress 3
Noon - 1:00 pm	Lunch Buffet	Palms D

1:10 pm - 2:10 pm	<b>Concurrent Session 2</b> <b>Teacher Certification Pathways (HR, LR)</b> <ul style="list-style-type: none"> <li>Dr. Dawn M. Baglos, Chief Human Capital Officer, Miami-Dade County Public Schools</li> </ul>	Cypress 1
	<b>Telling Your District Budget Story (LR)</b> <ul style="list-style-type: none"> <li>Kim Lake, Director of Finance, Levy County School District</li> <li>Patty Wormeck, Chief Finance Officer, Flagler Schools</li> </ul>	Cypress 2
	<b>An HR Check-up (HR)</b> <ul style="list-style-type: none"> <li>Emily Chase-Sosnoff, Partner, FordHarrison</li> </ul>	Cypress 3

<b>Thursday – May 2, cont.</b>		
(LR) – Labor Relations focus (HR) – Human Resources focus		
2:15 pm - 2:30 pm	Break	Palms D Hallway
2:30 pm - 3:30 pm	<b>Concurrent Session 3</b> <b>Effective Discipline Practices (HR, LR)</b> <ul style="list-style-type: none"> <li>Kathy Scalise, Director, Employee Relations, Pasco County Schools</li> </ul>	Cypress 1
	<b>Updates on the implementation of SB 256 (LR)</b> <ul style="list-style-type: none"> <li>Mark West, Chief Human Resources Officer, Volusia County Schools</li> <li>Dawn Bontz, Director, Employee &amp; Governmental Relations/Personnel Services, Seminole County Public Schools</li> </ul>	Cypress 2
	<b>Managing Discipline and Employees with Disabilities (HR)</b> <ul style="list-style-type: none"> <li>Shannon L. Kelly, Partner, FordHarrison</li> </ul>	Cypress 3
3:35 pm - 4:35 pm	<b>Concurrent Session 4</b> <b>Effective Discipline Practices (HR, LR)</b> <ul style="list-style-type: none"> <li>Kathy Scalise, Director, Employee Relations, Pasco County Schools</li> </ul>	Cypress 1
	<b>Updates on the implementation of SB 256 (LR)</b> <ul style="list-style-type: none"> <li>Mark West, Chief Human Resources Officer, Volusia County Schools</li> <li>Dawn Bontz, Director, Employee &amp; Governmental Relations/Personnel Services, Seminole County Public Schools</li> </ul>	Cypress 2
	<b>Managing Discipline and Employees with Disabilities (HR)</b> <ul style="list-style-type: none"> <li>Shannon L. Kelly, Partner, FordHarrison</li> </ul>	Cypress 3
5:30 pm - 6:15 pm	Networking Reception	Oasis

<b>Friday – May 3</b>		
(LR) – Labor Relations focus (HR) – Human Resources focus		
6:30 am - 8:30 am	Hotel Breakfast	
8:30 am - 9:30 am	<b>General Session 7</b> <b>Tried and Tested Bargaining Strategies – A 20-District Perspective</b> (LR, HR) <ul style="list-style-type: none"> <li>▪ Leonard Dietzen, Partner, Rumberger   Kirk</li> </ul>	Palms E, F, G
9:35 am - 11:35 am	<b>General Session 8</b> <b>Bargaining whip around</b> - An opportunity to discuss your successes and challenges to your management-side labor and HR issues (LR). <ul style="list-style-type: none"> <li>▪ Facilitated by FEN Officers</li> </ul>	Palms E, F, G