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**General Membership Meeting**

Friday, September 26, 2025, at the DoubleTree Hilton, St. Augustine.

**Agenda**

**7:30 AM -** FEN-sponsored breakfast.

**8:30 AM - Welcome,** Dr. Adrienne McElroy, President, FEN.

**Navigating FMLA and ADA: Reducing Risk, Supporting Employees**. A practical session unpacking the intersection of FMLA leave entitlements and ADA accommodations, with strategies to minimize risk and support employees effectively. Presenter Leonard Dietzen, Esq., Partner, Rumberger | Kirk.

**Making Sense of FEFP Data.** Understanding the 2nd and 3rd FEFP calculations including tips for explaining data in ways that resonate with labor managers. Presenters: Scott Ward, CFO, Lake County School District and Bonnie Penner, CFO, Columbia County School District.

**Beyond the Headcount – Understanding FTE Budgeting.** Why more students don’t always translate into more dollars, breaking down the realities of FTE funding, and an interactive discussion for communicating these nuances effectively. Presenters: Scott Ward, CFO Lake County School District and Bonnie Penner, CFO, Columbia County School District.

**Negotiation Insights Exchange**. An open forum for participants to share updates on negotiations - what’s working, what’s difficult, and success stories. Facilitated by FEN Officers.

**12:30 PM - Adjourn.**

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**Presenter Materials:** **WIFI Password**: premiumguest

**Future Meetings**

Friday, Oct. 24, 2025 – General Membership Meeting, Hotel Alba, Tampa

Friday, Jan. 30, 2026 – General Membership Meeting, Rosen Center, Orlando

Friday, Feb. 27, 2026 – General Membership Meeting, Hotel Duval, Tallahassee

*If you have recommendations for our meetings or specific program needs, please email the FEN office at* [*watson@flfen.org*](mailto:watson@flfen.org)*. We look forward to hearing from you.*