



Eyres- SIA and STSIG Employment and Education Law Hotline Program Real-Time Help with Real World Problems™

Welcome to Your Legal and Policy Hotline Services for 2019-2020

We welcome SIA and STSIG members to the Hotline Program, managed by Patricia S. Eyres, we are ready to provide SIA AND STSIG member districts with an expanded array of services and resources. The Hotline combines legal advice and process guidance with hands-on assistance for developing documentation, writing appropriate letters, managing required processes (interactive process, leave of absence, investigations and discipline) and related personnel decisions.

Reminder: If you haven't submitted your Contact Form with information on primary and secondary contacts to enroll in the hotline program, please be sure to do so. If you have more than two main contacts for hotline use, you may provide "additional main contacts" via the same form. If you need a new PDF fillable form, please contact us at peyres@eyreslaw.com

Your Webinar Schedule for July through December, 2019

How it Works

Log in from anywhere, including from a tablet or mobile device. You need only Internet access and a phone line (or internal mic on your computer). The webinars are provided as part of your monthly hotline service, so there is **no cost to participate**. You may gather in one location or participate individually from your desktop or from a remote location. If you find yourself without computer access, you may call in for full audio participation.

Easy Registration Process

You will receive an e-mail invitation reminding you about the date, time and topic. We will include a link with a fast and simple process to register for that month's webinar. You **must register** for each webinar in order **to receive log in link and call-in instructions**.

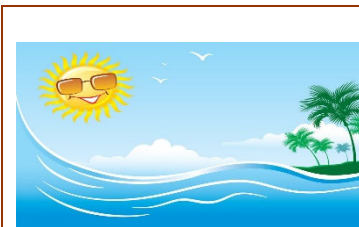
Practical and Informative Materials

The day before the webinar, registrants will receive the webinar materials directly to your inbox. Handouts will include the slides plus bonus material (including checklists and forms) to provide context and enhance its value as a job aid. Materials are published by Proactive Law Press, LLC.

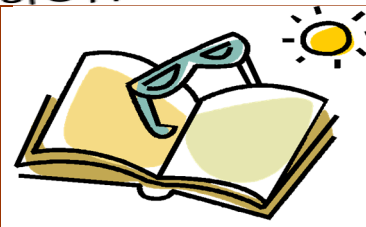
Resource Library

Links to past presentations are provided on a password protected site exclusively for SIA and STSIG members. Due to the demand for additional direction on specialized issues, ELG also provides periodic management alerts via recordings will be available online in for 24/7 access.

Date & Time	Topic	Specific Content
<p>July 31, 2019</p> <p>Wednesday 3:00 to 4:30 p.m.</p> <p><i>Scheduled to minimize conflicts with summer time off for district office personnel</i></p>	<p><i>Exclusively for SIA and STSIG members</i></p> <p><i>Leading within Legal Limits without Pain and Without Lawsuits: How HR Must Partner with District Leaders for Legal Compliance</i></p>	<p>This webinar will provide step-by-step guidance on the importance of HR and risk professionals partnering with front-line supervisors to address leaves, requests for workplace accommodations, performance management, discipline, and complaint investigations, promptly and properly. Ideal for front-line leaders and department heads.</p> <p>Invite your department heads, principals and assistant principals to attend this special session – to receive practical guidance on the employment practices risks that affect their daily work, how to fulfill their roles, and the resources available to them from your HR and risk teams and the hotline.</p>
<p>August 29, 2019</p> <p>Thursday: 3:00 to 4:30 p.m.</p>	<p><i>Preview of challenging issues to start the new FY</i></p> <p><i>Tackling Bitterness, Bullying, Boredom and Burnout: Sources of Mental Health Challenges in District Workplaces, and How to Implement Proactive HR Strategies to Avoid Claims and Promote Wellbeing</i></p>	<p>As always, we design the first webinar of the transition to the 2019-2020 school year to the most compelling issues facing school district employers. This year, it is mental health issues in the workplace</p> <p>In today's environment, it is critical that HR and risk professionals, business officials, and administrator know how to spot and legally address the performance triumphs and challenges for workers with mental conditions. We will cover the range of mental health and mood disorders that affect your RTW, stay-at-work, leave, performance and disciplinary processes.</p> <p>We will also address the challenges facing public employers with an increase in bullying and abusive conduct complaints, including claims of industrial injuries stemming from intimidating interactions in the educational and administrative environments.</p>



Have a safe summer. Enjoy the sunshine, visit the beach, even read for pleasure. Come back ready for a full line-up of important webinar topics through the end of the calendar year. ***The SIA/ STSIG hotline is open all year. We welcome your calls and emails throughout July and August. We are here to assist you during summer recess***



<p>September 12, 2019</p> <p>Thursday 3:00 to 4:30 p.m.</p>	<p><i>New topic for K-12 districts and COEs</i></p> <p><i>How to Identify & Comply with Public Sector Integrity Laws and Maintain Public Trust: A Potpourri of Proactive Policies for Public Employees, including Nepotism, Codes of Ethics, Conflicts of Interest, Financial Gain, Merit-Based Decision Making, Transparency, Whistleblowing, and More</i></p>	<p>Public integrity and transparency have become critical components of public employers' compliance obligations. We will design this new topic especially for your senior administrative teams- Superintendents, Deputy and Assistant Superintendents, CBO's and risk professionals and their HR support teams.</p> <p>The webinar will be open to all administrators throughout your district -including school site principals and assistant principals, department heads and others who must understand the requirements and assure the district and county office operates with the highest degree of ethics and integrity.</p> <p>In particular, we will focus on nepotism policies, merit-based decision making, newest public records act mandates to ensure transparency (including official email) and whistleblower protections.</p>
<p>October 17 2019</p> <p>Thursday: 3:00 to 4:30 p.m.</p>	<p><i>Recap of all the new Legislation for the Coming Year: Labor, Employment, Education laws and Constitutional protections for public employees</i></p> <p><i>Separate webinar from annual legal and policy update due to volume of new legislation</i></p>	<p>As always, the California legislature is busy enacting many new statutes affecting public schools and offices of education in workers' compensation, employment, job protected leaves, labor relations, and education law. What will the new Governor sign in his first year in office? Will he follow the lead of his predecessor and veto the most challenging bills for employers? This webinar will provide a complete up-to-the-minute review and analysis of all the new statutory amendments and anticipated impact on schools and COEs.</p>
<p>November 14, 2019</p> <p>Thursday 3:00 to 4:30 p.m.</p>	<p><i>In-Depth Focus on Workers' Comp: Cutting Edge Developments with Industrial Injuries and Proactive Strategies for Claims Management</i></p>	<p>Save the date – we will highlight the most significant and up-to-the minute issues that emerge from the legislature, the WCAB and appellate courts and hot-button issues in claims management and compliance that emerge throughout the summer and Fall.</p>
<p>December 12, 2019</p> <p>Thursday: 3:00 to 4:30 p.m.</p>	<p><i>Annual Legal and Policy Update: 2019 in Retrospective and 2020 Prospective Trends</i></p> <p><i>Our popular annual review of what's new and what we can expect on workplace, regulations & litigation</i></p>	<p>In this fast-paced, popular end of the year look at r employment and education developments with new regulations and litigation, building on what we cover in the legislative update in October.</p>

About Your Presenter

Patricia S. Eyres, Attorney at Law
Managing Partner Eyres Law Group, LLP
CEO/Publisher Proactive Law Press, LLC

Patricia S. Eyres (Patti) is a Phi Beta Kappa graduate of Stanford University (B.A. with Distinction 1974). She earned her law degree from Loyola Law School (J.D. cum laude 1977). Patti calls herself a “recovering litigator,” who knows first-hand the value of paying attention to prevention. After spending 18 years devoted exclusively to defending companies in the courtroom, she resolved to help business leaders recognize potential legal landmines **before** they explode into lawsuits. She brings a unique and practical perspective to the critical legal issues impacting the workplace.

Patti manages the firm’s acclaimed Hotline Program provides a relationship-driven legal services program for school districts, county offices of education and public agency employers throughout California. The firm’s acclaimed legal hotline provides a relationship-driven platform for confidential, privileged advice to California school districts and public agencies.

Patti also supervises the firm’s specialized Education law practice, guiding public school districts through in a wide range of employment-related actions involving return-to-work, reasonable accommodation and leave of absence requirements. She consults with school districts on how to conduct and document the interactive process, internal misconduct investigations, disciplinary actions and due process hearings. She serves as an independent harassment/discrimination investigator, and trains HR professionals to conduct misconduct investigations. She is a recognized expert in helping guiding public agency and private industry employers through their critical compliance processes for evaluating workplace reasonable accommodations, making return to work decisions and managing multiple leaves of absence. She is the author of ***The Employer’s Guide to Leaves of Absence and the Return to Work Process*** (2010, 2nd Edition October, 2015), ***the Interactive Process Manual for California School Districts*** (1st Edition 2007, 2nd Ed. 2010, 3rd Ed. 2013), the ***California School District Guide to Managing Multiple Leaves of Absence*** (2009, 2d Ed. 2016), and the ***Administrator’s Desktop Guide to Return to Work, Reasonable Accommodations and Leaves of Absence*** (2016).

As CEO/Publisher of Proactive Law Press, LLC, which is headquartered in Scottsdale, Arizona, Eyres supervises the production and publication of books, training materials educational products for business owners, public school administrators, front-line leaders, HR and Risk Managers.

Hotline direct line: 602-448-4051 ▲ E-mail: peyres@eyreslaw.com

About Eyres Law Group

Eyres Law Group, LLP has managed School district hotline programs since 2005. We help you to proactively manage employment practices and train HR, risk managers, directors and administrators to lead within legal limits. We guide you through the maze of compliance requirements for making non-discriminatory decisions on return-to-work and reasonable accommodations, managing multiple leaves of absence, handling complaints, conducting internal investigations, documenting discipline, and developing defensible documentation. Our specialized employment and education law services include crafting policies and procedures and step by step guidance through the myriad regulatory requirements governing the workplace.