

Thursday, November 6, 2025

7:30 - 8:00 a.m.	Registration and Breakfast Buffet
8:00 - 8:15 a.m.	Welcome and Introduction-Small group/table introductions
8:15 - 9:45 a.m.	Session 1 – Compensation With a Purpose: A Deep Dive into Pay Practices (Amy Campbell and Erin Kolecki) This session will equip attendees with practical strategies for navigating the most difficult compensation issues. Key topics will include planning for HB 2 implementation in 2026-27 and beyond, methods for ensuring market competitiveness, determining equitable job placements and individual salaries, and effectively communicating pay decisions to employees and applicants. Attendees will enhance their learning by participating in practical, hands-on activities.
9:45 - 9:55 a.m.	Break
9:55 - 11:20 a.m.	Session 2 – HR’s Role in Intervention Plans (Cheryl Hoover) This engaging session will provide practical guidance for district and college HR leaders to assist principals and supervisors with creating, implementing, and monitoring intervention plans based on effective documentation. Participants will have an opportunity to develop plans, determine training needs, and acquire strategies to implement the intervention process successfully.
11:20 - 12:20 p.m.	Lunch
12:20 - 1:50 p.m.	Session 3 – Addressing Common Challenges (April Mabry) This session will provide participants with the opportunity to collaborate and determine the best way to address issues including determining employment status, administering leave, and accommodation requests.
1:50 - 2:00 p.m.	Break

2:00 - 3:30 p.m.	<p>Session 4a – Finding Staffing Inefficiencies Through Data Analysis (Jennifer Barton)</p> <p>Personnel costs account for 80-85 percent of a school district’s annual budget, and the efficient use of staff is necessary to either maintain a balanced budget or right-size a deficit budget when experiencing financial difficulties. Participants will learn how to identify inefficiencies and strategically approach staffing decisions that may provide opportunities for cost savings.</p> <p>Session 4b – Colleges and ESC Breakout (Karen Dooley)</p> <p>Process mapping is a technique used to visually map out a process or workflow. It can help identify areas for improvement such as inefficiencies, gaps in processes, and bottlenecks within an HR department. Participants will be introduced to the concept of process mapping and the use of it to complete a workflow analysis. An opportunity will be provided to evaluate a workflow designed to identify improvements and determine ways to apply this technique to improve their own HR processes.</p>
3:30 - 3:40 p.m.	Break
3:40-4:30 p.m.	<p>Session 5 – Advanced FLSA (April Mabry)</p> <p>This session will identify FLSA challenges and provide strategies for avoiding or correcting them. Topics covered include calculating overtime for multiple assignments, responding to requests for exemption status reclassification, and determining independent contractor status.</p>
4:30 p.m.	<p>Daily Wrap-Up</p> <p>This evening, please take a few minutes to identify questions or issues you would like to pose to the Stump the Expert Panel which will be the first session of the day.</p>

Friday, November 7, 2025

7:30 - 8:15 a.m.	Breakfast Buffet
8:15 - 8:45 a.m.	<p>Session 6 – Stump the Experts Panel (Jennifer Barton)</p> <p>Participants will have the opportunity to pose hard-to-solve, confusing, or unique issues and questions to an HR Services panel of experts who will provide their best advice to address the issue or answer the question.</p> <p>Panel: Amy Campbell, April Mabry, Cheryl Hoover, and Shannon Burns</p>
8:45 - 9:00 a.m.	Break

9:00 - 10:30 a.m.

Session 7 – From Goals to Gains: Strategic Goal Setting and Retention Planning (Shannon Burns)

Building a thriving workforce starts with clear goals and purposeful retention plans. This interactive session will help HR professionals set measurable goals aligned with organizational priorities and turn them into effective retention strategies. Participants will engage in collaborative activities and leave with a ready-to-use framework for strengthening retention in their own organizations.

10:30 - 10:45 a.m.

Break

10:45 - 11:45 a.m.

Session 8 – Generational Differences and Workplace Change (Amy Campbell and Jennifer Barton)

With up to five generations together in the workplace, challenges can arise among generationally diverse teams, and group dynamics often change as generational participation in the workforce changes. Participants will learn more about generational influences, motivational differences, and drivers of engagement, as well as leadership strategies to help bridge generational gaps.

11:45 - 12:00 p.m.

Wrap up and door prize drawing