

**SATURDAY, JULY 11**

# Summer Leadership Conference

## Legal Issues

### General Session

9:00 – 10:00 a.m.

#### Educator Evaluations – What’s a Board to Do?

Paul Palek, AchieveNJ Implementation Manager, NJ Department of Education

Educator evaluations will be used to inform employment status as it relates to tenure. For the first time in New Jersey, the process of earning and maintaining tenure will be linked to educator effectiveness, rather than

time served. In accordance with the TEACHNJ Act, any teachers, principals, assistant principals, or vice-principals hired after August 6, 2012 must be employed for four years and receive a rating of “effective” or “highly effective” in two of three evaluations in order to earn tenure. Further, upon acquiring tenure, educators who fail to achieve a rating of “effective” or “highly effective” over multiple consecutive years will be in jeopardy of losing their tenure. Be prepared and find out what this means for your board.

### Breakout Sessions

Attendees may choose one session during each time block.

10:15 – 11:15 a.m.

#### Superintendent Contracts

Jason Isom, Esq., Florio, Perrucci, Steinhardt & Fader LLC.

In an environment of heightened accountability for school boards and school administrators, it’s important that your board understand all aspects of the superintendent’s contract. This session will review and discuss current contract terms and the implications for both the board and the superintendent.

#### Nepotism and the Policies that Guide – Avoiding Violations

John Burns, Esq. and Jean Harkness, Policy Consultant, NJSBA

The School Ethics Commission (SEC) recently determined that certain board members must recuse themselves from any discussion, decision, vote or action related to a variety of personnel decisions. This session will summarize recent SEC Advisory Opinions related to conflicts of interest and inform board members how they can remain in compliance with the School Ethics Act. The program will also introduce NJSBA’s newly revised model nepotism policy.

11:30 a.m. – 12:30 p.m.

#### Student Rights and Discipline

Cherie Adams, Esq., John Croot, Esq. Adams Gutierrez & Lattiboudere, LLC.

This session will cover the key “nuts and bolts” of student rights and discipline, including rights in the areas of speech and religion, and attendance requirements. Learn about

the range of discipline, a school’s general authority to discipline, basic due process considerations, and specific discipline requirements such as discipline for weapons and discipline of disabled students.

#### Bring Your Own Device: Opportunities and Challenges

Amy Houck, Esq., Cooper Levenson Attorneys at Law  
This session will discuss the legal issues related to the implementation of Bring Your Own Device (BYOD) programs in schools. From equity issues to cyberbullying, learn about the legal and practical considerations of implementing a BYOD program.

1:30 – 2:30 p.m.

#### Social Media: Teachers, Kids, Parents

Tracey Schneider, Esq. and Joshua Sklarin, Esq., Parker McCay

What are the laws governing schools and social media, as they relate to student and staff discipline, confidentiality and privacy rights, freedom of speech, and off-campus conduct? This session will cover the basics of dealing with social media use by school staff and students.

#### Back to Basics: Employee Discipline & Dismissal

Andrew Brown, Esq., Schwartz Simon Edelstein & Celso, LLC.

This session will cover practice tips and legal compliance issues when it becomes necessary to discipline or terminate an employee. Also, learn about the requirements in the dismissal of licensed teachers and administrators and “just cause” provisions in collective bargaining agreements.