

**2019 NCSBA**  
**SPRING**  
**LAW CONFERENCE**  
**RALEIGH, NC**

**MARCH**  
**7-8**

**Thursday, March 7, 2019**

- 10 – 11 a.m.**            **The School Boards Role in Personnel Decisions**  
Presenter: Allison Schafer, Legal Counsel/Director of Policy, NCSBA, Raleigh, N.C.
- 11 – 12 p.m.**            **Foundations of Employment Law – Hiring and Employee Status: Contracts, Tenure, and At-Will**  
Presenter: Robert Joyce, Professor of Public Law and Government, UNC School of Government, Chapel Hill, N.C.
- 12 – 12:45 p.m.**        Lunch
- 12:45 – 1:45 p.m.**     **Establishing a Fair Employment Process: Guiding Principles for School Boards**  
Presenter: Colin Shive, Attorney, Tharrington Smith, Raleigh, N.C.
- 1:45 – 2:30 p.m.**       **The Duty to Use Reasonable Care in Hiring: Criminal Background Check Requirements and Other Issues**  
Presenter: Sam Thorp, Attorney, NCSBA, Raleigh, N.C.
- 2:30 – 2:45 p.m.**       **Break**
- 2:45 – 3:45 p.m.**       **The American with Disabilities Act (ADA) and Accommodating Employees with Disabilities**  
Presenter: Dionne Jenkins, General Counsel, Winston-Salem/Forsyth County Schools, Winston-Salem, N.C.
- 3:45 – 4:30 p.m.**       **The Fair Labor Standards Act (FLSA): Frequently Asked Questions**  
Presenter: Kathy Boyd, Senior Staff Attorney, NCSBA, Raleigh, N.C.

**Board members and school administrators attending the entire conference will receive 11 clock hours of continuing education training. We have applied for attorneys attending the entire conference to receive 11 hours of CLE credit.**

**Friday, March 8, 2019**

- 8:30 – 9:15 a.m.      Drug Testing of Job Applicants and Employees**  
Presenter: Jim O'Rourke, Staff Attorney, NCSBA, Raleigh, N.C.
- 9:15 – 10:00 a.m.      Understanding the Requirements of the Family Medical Leave Act (FMLA)**  
Presenter: Stephen Rawson, Attorney, Tharrington Smith, Raleigh, N.C.
- 10:00 – 10:15 a.m.      Break**
- 10:15 – 11:15 a.m.      Sexual Harassment in the #MeToo Era**  
Presenter: Elizabeth Troutman, Attorney, Brooks Pierce, Greensboro
- 11:15 – 12:15 p.m.      Required Reporting of Criminal Offenses and Cooperating with Law Enforcement in Criminal Investigations**  
Presenter: Maura O'Keefe, Attorney, Tharrington Smith, Raleigh, N.C.
- 12:15 – 1:00 p.m.      Lunch**
- 1:00 – 2:00 p.m.      The Employee Suspension and Dismissal Process**  
Presenter: Ken Soo, Attorney, Tharrington, Smith, Raleigh, N.C.
- 2:00 – 3:00 p.m.      Conducting Board Hearings in Employee Dismissal Cases**  
Presenter: Ken Soo, Attorney, Tharrington Smith, Raleigh, N.C.