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## Audience

*This workshop is especially designed for current and future system leaders who have responsibilities in the areas of personnel and human resources leadership in public education.*

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## Goals

- To learn new initiatives from colleagues in human resources leadership
- To learn about strategies and practices that will help to reduce or limit health care costs and the impact of ACA
- To learn about strategies and practices to use in resolving leave request disputes.
- To learn about best practices in investigating personnel complaints.
- To learn about effective employee evaluations.

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Concord, NH 03301

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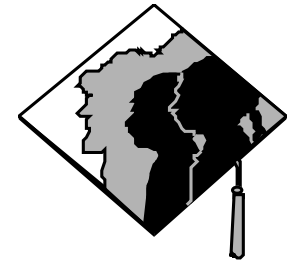
Personnel Brochure 2017

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# 2017 Best Practices in Personnel Leadership

*presented by*

*the New Hampshire School  
Administrators Association*



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**Monday, March 6, 2017  
8:00 a.m. - 3:30 p.m.  
Holiday Inn  
Concord, NH**

**\$150.00 per person**

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Monday, March 6, 2017 ~ 8:00 a.m. - 3:30 p.m.

Holiday Inn  
Concord, NH

## AGENDA

- 8:00 - 8:30 *Registration & Coffee*
- 8:30 - 8:45 **Welcome & Review of Agenda**
- 8:45 - 10:15 **Healthcare Reform Update – What’s Next?**  
- David Law, Benefits and Coverage Counsel, and Darlene Simmons, Member Relations Advisor, HealthTrust  
On January 20th, President Trump signed his first executive order, reiterating his campaign promise to repeal the Affordable Care Act and instructing federal agencies to "take all actions consistent with law to minimize the unwarranted economic and regulatory burdens" of the ACA, pending repeal. This session will provide an update on legislative proposals and other guidance to date aimed at repealing and replacing the ACA.
- 10:15 - 10:30 *Break*
- 10:30 - 11:30 **ADAAA - The Art of the Interactive Dialogue**  
- Carol Kilmister, Human Resource Consultant, Primex<sup>3</sup>  
Since the 2008 expansion of the ADAAA regulations, many public school administrators are faced with uncertainty surrounding employee leaves of absence. In this session, we'll review the common pitfalls associated with the ADA interactive process, & share examples of approaches to lessen potential risk associated with these sometimes complicated leaves.
- 11:30 - 12:00 **Table Discussion to Share Current Issues and Strategies**
- 12:00 - 1:00 *Lunch*
- 1:00 - 1:45 **Conducting Effective Employee Investigations & Responding to Agency Inquiries**  
- Richard Farrell, Chief Investigator, and Diana Fenton, Attorney, NH Department of Education  
This workshop session will provide an update on trends in Departmental investigations, provide a review of recommended state requirements and procedures for conducting employee investigations, discuss the types of information and assistance the Department needs from districts, and share suggestions and recommendations on best practice.
- 1:45 - 2:00 *Break*
- 2:00 - 3:00 **Effective Evaluations**  
- Matthew Upton, Esq., Drummond Woodsum  
This workshop session will focus on the necessary elements of an effective evaluation system from a personnel management perspective, provide an update on recent trends in evaluations and personnel cases from around the state, and share suggestions and recommendations on best practice.
- 3:00 - 3:30 **Summary & Evaluation**

# Registration Form 2017 Best Practices in Personnel Leadership

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Concord, NH

Name: \_\_\_\_\_

Position: \_\_\_\_\_

SAU/School District: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Cost: \$150.00 per person

Registration fees are nonrefundable and subject to regular billing unless **written** cancellation is received at least 7 days prior to the event.

Check enclosed (payable to NHSAA)

I will use the NHSAA Season Ticket

Please bill my SAU/School District

Please complete and return this form to NHSAA via mail or fax (603-225-3225). Or, register online at [www.nhsaa.org](http://www.nhsaa.org). Scan this QR code to go directly to our home page.

