



# Agenda

November 12, 2021

## SCSBA Council of School Attorneys

8:00 - 8:30 a.m. Registration & Continental breakfast

8:30 - 9:30 a.m. **Handling an Employee Grievance, A Step-by-Step Approach**  
This session will review under typical district grievance policies such issues as to whom and in regard to what adverse actions does the grievance policy apply as well as discussing various other legal and practical considerations in the processing of employee grievances through the successive steps, including appeal to the school board.  
*Presenter: David T. Duff, Esquire, Duff Freeman Lyon, L.L.C.*

9:30 - 10:30 a.m. **Addressing Transgender Concerns in K-12 Education**  
This session will look at some of the questions, issues, and concerns from the school building level regarding how to appropriately accommodate and work with gender nonconforming students. Through case scenarios we will talk through how parents, students, and school officials can work together to provide a culture and environment that affirms and supports gender nonconforming students.  
*Presenter: Dr. Helen Nelson Grant, Esquire, Richland School District Two*

10:30 - 10:40 a.m. Break

10:40 - 11:40 a.m. **Advising on Employment Issues in SC School Districts in the Midst of Covid-19 and Staff Shortages**  
This session will discuss the current public education employment landscape, which includes looking at staff shortages and ways to address them, and changes in employment law and policy resulting from Covid-19 and the recent shifts in instructional delivery. We will also explore some specific legal and policy issues relating to public school employment, ways to anticipate future issues, and not so hypothetical factual scenarios.  
*Presenters: Peter Keup, Esquire, Boykin & Davis, L.L.C.  
Tierney F. Goodwyn, Esquire, Boykin & Davis, L.L.C.*

11:40 - 12:40 p.m. **Ethical Considerations for Attorneys Representing School Districts**  
This session will address ethical considerations regarding collaboration and/or conflict when multiple attorneys are involved. There will be an update on recent rule changes and disciplinary opinions. In addition, there will be an overview of the SC Rules of Professional Conduct.  
*Presenter: Nichole Davis, Esquire, South Carolina Bar*



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12:40 - 1:25 p.m.    **Lunch** (included in registration)

1:25 - 2:25 p.m.    **Reasonable Accommodations for School District Employees**  
This session will include a discussion of School District employers' obligations to provide reasonable accommodations to employees with disabilities during the COVID-19 pandemic, including remote, virtual or telework; strategies for managing reasonable accommodation requests and interplay with FMLA and other leave laws; and review of pandemic-related ADA employment litigation.  
*Presenters: Thomas K. Barlow, Esquire, Halligan Mahoney & Williams, P.A.  
Allison Hanna, Esquire, Halligan Mahoney & Williams, P.A.*

2:25 - 2:30 p.m.    Break

2:30 - 3:30 p.m.    **Title IX Considerations in K-12 Education**  
This session will cover Title IX and will include an overview of the 2020 amendments. Also included will be statutory and case law references relevant to LGBT+ students in South Carolina.  
*Presenter: Holly Hadden, Esquire, South Carolina Department of Education*

3:30 - 4:30 p.m.    **Education Law Update**  
This presentation will provide an overview of recent key rulings and their implications for public schools from the U.S. Supreme Court and lower federal and state courts.  
*Presenter: Lonnesse Mitchell, Esquire, White & Story, L.L.C.*

4:30 p.m.            Closing Remarks and Adjournment