



AGENDA

Friday, August 9

- 3:30 – 6:30 p.m. **Registration** *Hotel Lobby*
- 6 - 7 p.m. **S.C. Caucus of Black School Board Members meeting** *Emerald Two*
This meeting is open to all participants.

Saturday, August 10

- 7:45 - 8:30 a.m. **Registration and breakfast break** *Crystal Promenade*
Co-sponsored by Halligan Mahoney & Williams, P.A.
- 8:30 - 9:45 a.m. **First general session**... *Crystal ballroom*

Welcome and purpose

Michele Branning, *SCSBA President, Fort Mill Schools*

Federal Law Trends and What This Means for your Boards

This session will break down important national legal trends flowing from recent court or agency decisions that will equip you and your board to see what lies ahead and how your board may navigate these issues. These topics include expanding religious rights in the workplace, rights of students and requirements as outlined in the United States Department of Education’s (USDOE’s) newly issued Title IX regulations, laws regulating library books, and new trends related to Free Speech.

Jonathan L. Mayes, *Partner, Bose McKinney & Evans LLP*

- 9:45 -10:45 a.m. **IDEA 2024: News, Updates, and Information you need to know!**

An overview of the recent changes and challenges related to the implementation of the Individuals with Disabilities Education Act (IDEA) and a sneak peek concerning what might be around the corner.

Barbara A. Drayton, *Deputy General Counsel, South Carolina State Department of Education*

**SCHOOL
LAW**

CONFERENCE

AUG. 10-11, 2024

CHARLESTON MARRIOTT • CHARLESTON, SC

10:45 - 11 a.m. **Beverage break** *Crystal Promenade*
Co-sponsored by Duff Freeman Lyon, LLC

11 a.m. - 12 p.m. **Breakout sessions** (*choose one of three*)

A User’s Guide to SCSBA’s Annual Policy and Legislative Update Manual..... *Crystal ballroom AB*

This session will explore SCSBA’s process for determining content in the publication each year. Attendees will also review how the information is organized in each section, discuss model policy updates, and learn about the useful application of this resource for your board and in your district.
 Stephanie Lawrence, *General Counsel and Director of Policy and Legal Services, SCSBA*

Grab Bag: Avoiding Legal Risks from the Top Down.... *Crystal ballroom CD*

Join Ashley and Warren as they present a grab bag of legal topics affecting school boards and how board members can minimize risk from the top down. Topics of concern include but are not limited to the following; (1) avoiding conflicts of interest requiring board member recusal; (2) steering clear of FOIA violations in board meetings and board communications; (3) harmonizing with the Superintendent and administration to prevent breach of contract scenarios; and (4) recognizing First Amendment rights but steering clear of media nightmares.

Ashley Story, *Partner, White & Story, LLC*
 Warren Ganjehsani, *Chief Legal Counsel, S.C. Technical College System*

Babies on Board..... *Crystal ballroom EF*

Over the last few years, we have seen a wave of new legislation intended to protect pregnant employees. The newest law is the Pregnant Workers Fairness Act which took effect on June 27, 2023, and the final rules were issued in April of 2024. This presentation will provide school board members with an overview of these new laws, as well as the laws that have been on the books for years, which offer support for pregnant workers.

William C. Freeman, *Attorney, Duff Freeman Lyon, LLC*

Noon - 1:15 p.m. **Lunch** (included in registration)*Emerald Two and Three*
Co-sponsored by White & Story, LLC

1:30 - 2:30 p.m. **Breakout sessions** (Choose one of three. Repeat at 2:45 p.m. session)

**SCHOOL
LAW**

CONFERENCE

AUG. 10-11, 2024

CHARLESTON MARRIOTT • CHARLESTON, SC

From Allegations to Actions: What Board Members Should Know About Employee Misconduct Investigations Crystal ballroom AB

Board members are charged with conducting employee dismissal hearings under board policy and state law. This session dives into important aspects of administrative investigations into employee misconduct to ensure board members are knowledgeable about processes that are thorough, unbiased and will stand up to legal scrutiny. Attendees will gain valuable insights that can be applied to ask informed questions and make sound decisions in dismissal hearings based on a strong foundation of investigative best practices.

David N. Lyon, *Attorney, Duff Freeman Lyon, LLC*

Meredith L. Seibert, *Attorney, Duff Freeman Lyon, LLC*

Upholding the First Amendment without Disruption to School Operations.....Crystal ballroom CD

The free exchange of ideas and debate is one of the hallmarks of our society. The First Amendment guarantees freedom of expression and speech to all persons, including employees and students. Employees and students do not shed their right to freedom of expression and speech at the school-house gates; however, this right is subject to reasonable limitations. The school district must balance the right to free speech with the orderly operation of school. This interactive session will examine the protections afforded to speech both in the school environment and off-campus. During this session, participants will learn about the restrictions the district may place on employee and student speech and what options the school district may take to address speech that disrupts school operations.

Charles J. Boykin, *Senior Partner, Boykin & Davis, LLC*

Tierney Goodwyn, *Partner, Boykin & Davis, LLC*

I Can't Talk About That ... Employee Crystal ballroom EF

This session will give board members an understanding of the primary issues involved with employment matters for certified and classified staff members, as well as clarify the board's role in employment matters, including what board members should and should not say.

Kathryn Mahoney, *Esquire, Halligan Mahoney & Williams, P.A.*

Vernie Williams, *Esquire, Halligan Mahoney & Williams, P.A.*

2:30 - 2:45 p.m.

Beverage break Crystal Promenade

2:45 - 3:45 p.m.

Breakout sessions (choose one of three)**From Allegations to Actions: What Board Members Should Know About Employee Misconduct Investigations** *Crystal ballroom AB*

Board members are charged with conducting employee dismissal hearings under board policy and state law. This session dives into important aspects of administrative investigations into employee misconduct to ensure board members are knowledgeable about processes that are thorough, unbiased and will stand up to legal scrutiny. Attendees will gain valuable insights that can be applied to ask informed questions and make sound decisions in dismissal hearings based on a strong foundation of investigative best practices.

David N. Lyon, *Attorney, Duff Freeman Lyon, LLC*

Meredith L. Seibert, *Attorney, Duff Freeman Lyon, LLC*

Upholding the First Amendment without Disruption to School Operations.....*Crystal ballroom CD*

The free exchange of ideas and debate is one of the hallmarks of our society. The First Amendment guarantees freedom of expression and speech to all persons, including employees and students. Employees and students do not shed their right to freedom of expression and speech at the school-house gates; however, this right is subject to reasonable limitations. The school district must balance the right to free speech with the orderly operation of school. This interactive session will examine the protections afforded to speech both in the school environment and off-campus. During this session, participants will learn about the restrictions the district may place on employee and student speech and what options the school district may take to address speech that disrupts school operations.

Charles J. Boykin, *Senior Partner, Boykin & Davis, LLC*


Tierney Goodwyn, *Partner, Boykin & Davis, LLC*

I Can't Talk About That ... Employee..... *Crystal ballroom EF*

This session will give board members an understanding of the primary issues involved with employment matters for certified and classified staff members, as well as clarify the board's role in employment matters, including what board members should and should not say.

Kathryn Mahoney, *Esquire, Halligan Mahoney & Williams, P.A.*

Vernie Williams, *Esquire, Halligan Mahoney & Williams, P.A.*



SCHOOL LAW

CONFERENCE

AUG. 10-11, 2024

CHARLESTON MARRIOTT • CHARLESTON, SC

Sunday, August 11

7:30 - 8 a.m. **Registration and breakfast break** *Crystal Promenade*

8 – 9:15 a.m. **Second general session** *Crystal ballroom*

Opening remarks

Michele Branning, *SCSBA President, Fort Mill Schools*

You Can't Leave You're Under Contract!

Annually, school boards are charged with approving teacher contracts that are applicable to the coming school year. While the SC Teacher Employment and Dismissal Act governs the process, questions arise each year about when contracts must be returned, teacher rights under a contract including school assignments, and what is and what isn't a breach leading to a potential dismissal. Join our panel as they discuss these and other teacher contract issues, representation of the district, board and teacher viewpoints as well as legislative initiatives to loosen contract requirements.

Charles Boykin, *Senior Partner, Boykin & Davis, LLC*

Paul Porter, *Partner, Cromer Babb & Porter*


Lindsay Anne Thompson, *Executive Director for Compliance, In-House Legal Counsel, Georgetown County School District*

9:15 - 9:30 a.m. **Beverage break** *Crystal Promenade*
Co-sponsored by White & Story, LLC

9:30 – 10:30 a.m. **Closing general session**..... *Crystal ballroom*

School Board Leadership: Working Together during Times of Controversy

School boards in South Carolina and nationally find themselves post-pandemic, back in the spotlight facing rising challenges to reading materials available in the school library. Beaufort County School District had nearly 100 books under challenge at one point, straining the district's fiscal and human resources. Learn how the Board's systematic and collaborative policy process for handling the challenges rallied the community and garnered national attention.

**SCHOOL
LAW**

CONFERENCE

AUG. 10-11, 2024

CHARLESTON MARRIOTT • CHARLESTON, SC

Colonel Richard Geier, *Vice Chair, Beaufort County School District*
Dr. Christina Gwozdz, *Chair, Beaufort County School District*
Dr. Frank Rodriguez, *Superintendent, Beaufort County School District*
Vernie Williams, *Esquire, Halligan Mahoney & Williams, P.A.*

10:30 - 11:30 a.m.

2024 Legislative highlights: wins, losses and what's next

Get an overview of the 2024 legislative session, highlighting the key bills that were passed, those that did not make it through, and the implications for the future. We'll explore the successes, challenges, and what these legislative outcomes mean for school boards and their districts.

Debbie Elmore, *SCSBA Director of Governmental Relations*

11:30 a.m.

Closing remarks

Michele Branning, *SCSBA President, Fort Mill Schools*