



Thursday, February 8, 2017, 8:00 AM – 4:00 PM
Friday, February 9, 2017, 8:00 AM – 1:30 PM

REGISTRATION FEES	EARLY (Through Dec. 31)	LATE (Beginning Jan. 1)
OSPA Member	\$299	\$349
Non-OSPA member	\$349	\$399
Business Directors/Specialist*	\$249	\$299
IT Directors/Specialist*	\$199	\$249

*Teams are highly encouraged to attend: HR, Business Services and IT.

The 2018 OSPA Winter Advanced HR Retreat is an engaging learning experience that will increase your knowledge and broaden your perspective. This two-day institute will provide insight today for tomorrow's challenges.

SESSIONS WILL INCLUDE:

- Sensitive Employee Information Has Been Stolen— Now What?
- HR Writing 101
- Alphabet Soup: Successfully Navigating COBRA, FLSA, and FMLA
- How New Overtime Rules Impact Employers
- What's Next for American Health Care Reform Legislation

And much, much more...

WHO SHOULD ATTEND:

- HR Directors
- HR Managers & Specialists
- Business Services Directors & Specialists
- IT Services Directors & Specialists
- Superintendents
- ALL potential bargaining team members

LODGING INFORMATION

Embassy Suites
 by Hilton Portland
 Washington Square
 Tigard, OR 97223

Call 503-644-4000 to reserve your room and request OSPA's rate:
 King Suite, \$129 before January, 12, 2018
Limited number room block—book soon

Includes complimentary cooked-to-order breakfast and Evening Reception

REGISTER TODAY:
ospa.k12.or.us/eventcalendar/2018/2/8/ospa-advanced-hr-winter-retreat



OREGON
SCHOOL PERSONNEL
ASSOCIATION

2018 Winter **ADVANCED HR Retreat** SESSION DESCRIPTIONS

Thursday 8:00 a.m. – 4:00 p.m.

*Presented by Sean B. Hoar, CISSP, CIPP/US
Partner Lewis Brisbois Bisgaard & Smith LLP*

OPTION

Theft of Sensitive Employee Information - Now What?

Take a close look at regulatory obligation as well as the cost to an organization when sensitive employee information has been stolen – for example, social security numbers.

When there is a breach who communicates what? Who are the instant responders? Learn effective strategies to address stolen employee information and experience a digital scenario that will exponentially expand your knowledge and understanding.

Presented by Geoff Hinton, Seth Yost and Scott Florsheim of American Fidelity

Alphabet Soup: Flex Spending Accounts, Health Savings Accounts, and Health Reimbursement Arrangements

A high-level overview of what FSAs HSAs and HRAs are, how they work, who is eligible, and how to use them. Provides a comparison of the three in addition to effective strategies to implement for your districts.

What's Next for American Health Care Reform Legislation?

A question that weighs on employers' minds. Take a look back on the history of how benefits came about and a look forward to what is on the horizon.

Recent political, legislative and regulatory developments potentially leading to the repeal of the Affordable Care Act (ACA) could have a dramatic impact on employee benefits, including medical expense savings and how benefits are taxed. Participants will leave with insights to possible changes and a list of action items to consider.

OPTION

FSLA Essentials: How New Overtime Rules Impact Employers:

The Fair Labor Standards Act (FLSA) governs minimum wage, child employment, and overtime pay rules, among other issues. This presentation presents a survey of key FLSA requirements and specifically addresses the impact of recent regulatory changes issued by the Department of Labor concerning overtime pay.

Friday 8:00 a.m. – 1:00 p.m.

*Presented by Brian Hungerford
The Hungerford Law Firm*

OPTION

HR Writing 101

Learn about the details/requirements for drafting a number of HR-related documents such as: letters of directive, letters of reprimand, letter placing someone on administrative leave, plans of assistance, grievance responses, etc. In each instance, learn more about the statutory and/or contractual requirements that must be considered.

Presented by Geoff Hinton, Seth Yost and Scott Florsheim of American Fidelity

Alphabet Soup: Successfully Navigating COBRA, FLSA, and FMLA

Covers best practices every district should know about including the continuation of coverage under COBRA, federal overtime laws, and leaves of absence under federal law. Survey the benefits landscape and critical issues in compliance.

OPTION

How to Engage Employees in Their Benefits Decision-Making

Gain insights to how different generations make decisions about benefits and their enrollment preferences. Benefits play a key role in recruiting and retaining top talent for employers. Participants will discuss how to leverage the desires of four key generations and how to engage them in their benefits decision-making.

QUESTIONS?

OSPA Education & Leadership Training Coordinator

Marsha Benjamin Moyer

moyerospa@aol.com | phone: 503-881-8895

REGISTER TODAY:

ospa.k12.or.us/eventcalendar/2018/2/8/ospa-advanced-hr-winter-retreat