



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 A

#### **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*

#### OPTION B

#### **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.

#### **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 A

#### **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*

#### OPTION B

#### **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.

#### **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

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### REGISTER TODAY:

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