



**Sunday, March 3, 2024**

**Sterling Ballroom I & II**

<b>Pre-Conference</b> 9:00 am - 4:00 pm	<i>Title IX – Donald F. Austin, MAT, JD</i>
<b>Registration</b> 4:00 pm – 5:00 pm	<i>Open Registration - WSPA Region 4 &amp; Board Members</i>

**Monday, March 4, 2024**

**Rooms A&B**

<b>Registration</b> 7:00 am – 8:00 am	<i>Open Registration - WSPA Region 4 &amp; Board Members</i>		
<b>Breakfast</b> 8:00 am <b>Student Entertainment</b> 8:15 am - 8:30 am	<i>Sponsored by Welcome – Jennifer Koskovich, WSPA President &amp; Darrell Heisler, WSPA Executive Director Presentation of Colors –</i>		
<b>Keynote</b> 8:45 am – 9:45 am	<i>Guest Speaker</i>		
<b>Break &amp; Vendor Visits</b> 9:45 am – 10:00 am	<b>Please take time to visit our wonderful vendors who generously support our conference.</b>		

	<b>Breakout A/B</b>	<b>Breakout C</b>	<b>Breakout D/E</b>
<b>Session 1</b> 10:00 am – 11:00 am	<i>Title Presenter</i>	<i>Title Presenter</i>	<i>Title Presenter</i>
<b>Session 2</b> 11:10 am – 12:10 pm	<i>Title Presenter</i>	<i>Title Presenter</i>	<i>Title Presenter</i>

**Rooms A/B**

<b>Lunch</b> 12:20pm	<i>Sponsored by</i>
<b>Keynote</b> 12:30 pm – 2:00 pm	<i>Title Presenter</i>

<b>Break &amp; Vendor Visits</b> 2:00 pm – 2:15 pm	<b>Please take time to visit our wonderful vendors who generously support our conference.</b>		
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	<b>Sterling Ballroom I &amp; II</b>	<b>Sterling Ballroom III</b>	<b>Onyx Room</b>
<b>Session 3</b> 2:15 pm – 3:15 pm	<i>Recruitment &amp; Retention Tami Kirkham</i>	<i>How do you get your HR &amp; Payroll teams to come together? Tina Limmer &amp; Rachel Matthiesen</i>	<i>Walking the Line: Disability Accommodations for School Employees Heidi Maynard</i>

<b>Vendor Visits</b> 3:15 pm – 3:30 pm	<b>Please take time to visit our wonderful vendors who generously support our conference.</b>		
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**Sterling Foyer**

<b>President's Reception</b> 4:00 pm – 5:30 pm	<i>President's Reception - Sponsored by Stevens Clay P.S. Please join Jane Stencel, WSPA President, for fun, networking, and appetizers. DINNER ON YOUR OWN.</i>
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**Tuesday, February 28, 2023**

**Sterling Ballroom 1 & II**

<b>Breakfast</b> 8:00 am	<i>Sponsored by The Washington Education Savings Plans - WA529</i>		
<b>Student Entertainment</b> 8:30 am - 8:45 am	<i>Vendor Introductions – Darrell Heisler, WSPA Executive Director</i>		
<b>Keynote</b> 8:45 am – 9:45 am	<i>Welcome Dance – Chief Leschi</i>		
<b>Break &amp; Vendor Visits</b> 9:45 am – 10:00 am	<i>Please take time to visit our wonderful vendors who generously support our conference.</i>		

	<b>Sterling Ballroom I &amp; II</b>	<b>Sterling Ballroom III</b>	<b>Onyx Room</b>
<b>Session 1</b> 10:00 am – 11:00 am	<i>2023 Legislative Update</i>  <i>Dan Steele</i>	<i>Staff Shortages in SpEd: The Causes, the Effects, and the Solutions!</i>  <i>Kevin O’Neill &amp; Kim Holland</i>	<i>Overtime Update: Determining Who is Exempt</i>  <i>Lorraine Wilson</i>
<b>Session 2</b> 11:10 am – 12:10 pm	<i>Reductions in Force</i>  <i>Parker Howell</i>	<i>Legislative Advocacy: The Role of Education Professionals</i>  <i>Dan Steele</i>	<i>Drug Free Business: An Overview of HR Issues Related to Employee Drug Use</i>  <i>Lorraine Wilson Greg Swanson</i>

**Sterling Ballroom 1 & II**

<b>Lunch</b> 12:20 pm	<i>Sponsored by Washington Schools Risk Management Pool</i>		
<b>Meeting</b> 12:30 pm - 1:00 pm	<i>WSPA Membership Meeting, Jane Stencel, WSPA President</i>		
<b>Lunch Keynote</b> 1:00 pm – 2:00 pm	<i>Nate Miles</i> <i>Community Leader, Philanthropist and Mentor</i>		

<b>Break &amp; Vendor Visits</b> 2:00 pm – 2:15 pm	<i>Please take time to visit our wonderful vendors who generously support our conference.</i>		
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	<b>Sterling Ballroom I &amp; II</b>	<b>Sterling Ballroom III</b>	<b>Onyx Room</b>
<b>Session 3</b> 2:15 pm – 3:15 pm	<i>Reasonable Expectation of Privacy and Reasonable Suspicion: Avoiding Constitutional Privacy Pitfalls in Public Sector Workplace Investigations</i>  <i>Jennifer Parda-Aldrich</i>	<i>Certification From the User’s Perspective</i>  <i>Tina Limmer &amp; Jennifer Koskovich</i>	<i>HR’s Role in Increasing Student Achievement</i>  <i>Sheila Redick</i>

<b>Vendor Visits</b> 3:15 pm – 3:30 pm	<i>Please take time to visit our wonderful vendors who generously support our conference.</i>		
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**Sterling Ballroom I & II**

<b>Social Hour</b> 4:30 pm - 5:00 pm	<i>Socializing and Silent Auction Preview</i>		
<b>Vendor Raffles</b> 5:00 pm – 5:30 pm	<i>Vendor Raffle &amp; Passport Prizes</i>		
<b>Dinner Banquet &amp; Awards</b> 5:30 pm - 6:30 pm	<i>Sponsored by Patterson, Buchanan, Fobes, And Leitch Inc. P.S.</i> <i>Awards - Randy Hathaway Fellowship Auction, HELP Awards, President Award, Region Awards, Silent Auction and Acknowledgements</i>		
<b>Evening Activity</b> 6:30 pm - 7:30 pm	<i>Magic Creator   Curiosity Geek</i> <i>Nash Fung, Innovation Speaker &amp; Seattle Magician</i>		

**Wednesday, March 1, 2023**

**Sterling Ballroom I & II**

<b>Breakfast</b> 8:00 am <b>Student Entertainment</b> 8:15 am - 8:30 am	<i>Jump Rope Presentation - Fife School District</i>		
<b>Keynote</b> 8:30 am – 9:30 am	<i>Jeneva Burton, International Speaker and Author</i>		
<b>Break</b> 9:30 am – 9:45 am			
	<b>Sterling Ballroom I &amp; II</b>	<b>Sterling Ballroom III</b>	<b>Onyx Room</b>
<b>Session 1</b> 9:45 am – 10:45 am	<i>Updates on Paraeducators</i>  <i>Alicia Erezim</i>	<i>Public Records &amp; Records Retention Basics for HR Professionals</i>  <i>Jay Schulkin</i>	<i>Calculating Salary &amp; Benefits by Union Group</i>  <i>Janette Jeffris</i>
<b>Session 2</b> 10:55 am – 11:55 am	<i>SHRM Certification &amp; Membership</i>  <i>Heather Smith</i>	<i>Retirement Plans 2, 3 &amp; DCP</i>  <i>Catherine Caboo</i>	<i>Centering the Employee in Developing a Best Practice Workplace Safety Culture</i>  <i>Aliza Hauser &amp; Christina Porter</i>
<b>Lunch On Your Own</b>			

***Thank you to our Vendors and Sponsors:***

***Red Rover***  
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***Stevens Clay***  
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