Annual Conference
2015

It Starts With Us

February 23—25, 2015
Davenport Hotel
Spokane, Washington
President’s Reception
Sponsored by Stevens|Clay, PS
Monday, February 23, 2015
4:00 pm — 5:00 pm
The Hall of the Doges
Please join Tennille Jeffries-Simmons, WSPA President, for fun, networking, and appetizers.

Banquet and Awards
A portion of this event sponsored by hrmPlus and American Fidelity
Tuesday, February 24, 2015
5:30 pm
Grand Pennington A & B
Please join your fellow WSPA attendees for an evening of wonderful food and entertainment.

Auction (closes at 6:00 pm)
This year’s silent auction will take place during the banquet. The money raised from the auction will benefit the Randy Hathaway Fellowship Fund, which assists with continuing education tuition assistance and HELP program fellowships.
# WSPA Annual Conference
## February 23 – 25, 2015

## It Starts With Us

### Schedule At-A-Glance

<table>
<thead>
<tr>
<th>Sunday, February 22, 2015</th>
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<td><strong>Registration</strong></td>
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<td>8:00 am – 9:30 am</td>
<td>Entertainment – National Anthem, Faith Oxford, Central Valley School District Welcome – Curtis Leonard, WSPA Executive Director From Middle School to Medical School – Dr. Lisa Brown, Chancellor, Washington State University, Spokane</td>
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### The Hall of the Doges

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<td>Managing the Human Side of Change Jason Swain</td>
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| 8:00 am – 9:30 am | **Breakfast Meeting & Awards**  
Welcome and Introduction of Vendors - Jay Rowell  
WSPA Business Meeting – Curtis Leonard |
| 9:45 am – 10:45 am | **Session 4**  
Step-by-Step Process for Making Unilateral Changes & Meeting Bargaining Obligations  
Paul Clay & Tom McLane |
| 11:00 am – 12:00 pm | **Session 5**  
Social Media – Staff Guidelines  
Sara Hoover  
Feedback: Give It, Get It, & Improve Your Organization With It  
Kurt Schonberg |
| 9:45 am – 10:45 am | **Session 6**  
Self-Care: Ethics, Compassion Fatigue, & Getting Past the “Dark” Issues  
Dr. Wendy Bleecker & Dr. David Crump  
 Classified Contract Management & Bargaining  
Rick Doehle |
| 11:00 am – 12:00 pm | **Session 7**  
Stereotyping Can Become a Self-fulfilling Prophecy  
Tommy Williams & Jeff Guillory  
Critical Incidents: Putting the Puzzle Together to Start the Healing  
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Accommodating Transgendered Students & Employees  
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After Lockdown: The Pivotal Moments  
Gary Gasseling  
Challenges & Strategies of Building a Diverse Workforce  
Ramon Alvarez & Angela Jones  
Teacher & Principal Evaluation Changes – Using TPEP Tools & Data to Support Your HR Development Plan  
Jeanne Harmon & Stephanie Parker |
From Middle School to Medical School
Dr. Lisa Brown, Chancellor, Washington State University Spokane

Most Washingtonians can’t easily access basic healthcare services. There simply are not enough primary care doctors to meet the demand. As the state’s population ages, primary care providers retire in increasing numbers, and as federal healthcare reforms take effect, the problem will only worsen.

Compounding the challenge, our state is not meeting the demand from in-state students seeking a medical degree. Washington currently ranks last in the nation in medical education seats per capita. Hundreds of highly qualified students from Washington are turned away from existing in-state medical education programs every year.

Washington State University is responding to these needs by exploring establishment of the state’s second fully accredited, publicly funded medical school. The community-based model envisioned would prioritize the admission of qualified medical students from rural areas of the state and establish a pipeline to K-12 schools.

Speaker Biography

Chancellor Lisa Brown leads Washington State University Spokane’s rapidly growing, world-class center for health sciences education and research.

Prior to joining WSU in January 2013, Brown taught at Eastern Washington University and Gonzaga University. She served in the Washington Legislature for 20 years, and in 2005 became the first Democratic woman in the state to hold the position of Senate majority leader.

During her legislative career, Brown was a passionate advocate for health sciences education and research in Washington State and at WSU Spokane. She was the prime legislative sponsor of the Life Sciences Discovery Fund, which supports innovative health care-related research, and led the effort to create the state’s Mental Health Parity Act, which improved the insurance coverage of mental health services.

Brown studied economics at the University of Illinois and at the University of Colorado where she earned a PhD.
Keynote Speakers

Monday, February 23, 2015
Lunch Keynote: 12:15 pm—1:45 pm
Grand Pennington A & B

HR Hot Topics
Paul Clay, Stevens | Clay, P.S.

Discussion of recent cases, laws, and trends that impact HR professionals.

Speaker Biography
Paul Clay has over 25 years experience representing school districts as general counsel and litigation counsel. He has litigated a number of high profile teacher discharge cases and other cases. Paul graduated from the University of Washington Law School where he served as editor in chief of the Washington Law Review and as a legal intern for the Seattle School District General Counsel’s Office. Paul received his B.A. degree from Washington State University in Political Science and Economics where he served as president of the Student Senate and was selected to the Phi Beta Kappa Honor Society. Paul is married with two children.

Tuesday, February 24, 2015
Lunch Keynote: 12:15 pm—1:45 pm
Grand Pennington A & B

Bargaining in the McCleary Era
Buzz Porter, Porter Foster Rorick, LLP

School funding and collective bargaining are inextricably linked. As the state legislature grapples with judicial and voter mandates to increase revenues to schools, what new challenges must school districts be ready to meet at the bargaining table? How will collective bargaining change? Does McCleary even threaten the future existence of local collective bargaining in Washington?

Speaker Biography
Buzz Porter provides general and special counsel to school districts with a particular emphasis on labor and employee relations, personnel issues, school funding, and student rights. As a lead bargainer, Buzz has negotiated more than 200 collective bargaining agreements for Washington school districts using both traditional and interest-based models of bargaining.

Buzz is a 1990 magna cum laude graduate of Pomona College and a 1993 graduate of the University of Washington School of Law. Prior to practicing law, Buzz worked with elected officials in Seattle, California, and Washington, D.C. Buzz is an adjunct professor at Seattle Pacific University and a past president of the Washington Council of School Attorneys. Buzz is married to Beth Porter, a high school principal in Snohomish.
Keynote Speakers

Wednesday, February 25, 2015
Breakfast Keynote 8:00 am—9:30 am
Grand Pennington A & B

Change is in the Collaboration
Mayor David Condon, City of Spokane

Change is driven by collaboration. It begins with an outcome and data. The data informs the strategy to deliver the desired outcome and engages the collaborators who will ultimately make it happen. That process holds true whether you are cleaning up a river, evolving medical response, or reforming an education model.

Speaker Biography

Born the same year that Spokane was preparing to shine on the global stage with the Expo '74 World's Fair, Mayor David A. Condon grew up in a place that was safe for families, fertile for businesses, and naturally stunning which gave him a love for the city. After graduating from Gonzaga Preparatory School in 1992, he went on to earn his bachelor’s degree in Finance and Military Science from Boston College.

His varied professional career has included military service in the United States Army, starting coffee shops, managing his father's dental practice, and serving as Deputy Chief of Staff for Congresswoman Cathy McMorris Rodgers. David and his wife, Kristin, are raising their three children just a block from David's childhood home. He is passionate about Spokane, making sure this great city remains a place where his own children will want to stay and raise a family.
Breakout Sessions

Monday, February 23, 2015

Session 1: 9:45 am—10:45 am

Title IX Athletic Compliance: Common Misconceptions & Practical Tips, Marie Antoinette Room
Brian Kistler, Stevens | Clay, PS
The session will provide an overview of Title IX; discuss equal access to athletic opportunities and benefits including athletic program resources such as facilities, coaching, and equipment; and examine common misconceptions and practical tips for compliance.

Certification Update: Enough Changes to Keep You Young, Elizabethan Room
David Kinnunen, Office of Superintendent of Public Instruction
This presentation will review our current certificate types, progression, and time-lines in which to take action of the educator certificates. With recent changes to certificate requirements, we will also point out revisions and amendments to certification rules and regulations. This presentation will be informative, instructional, interactive, exciting, electrifying, and life-changing!

Maintaining a Professional Work Environment, Grand Pennington C
Pat Flannery, Canfield & Associates
All workplaces face personnel issues that can have a negative impact on every aspect of business. While rules, procedures, policies, and codes of conduct attempt to prevent problems by setting clear expectations, no organization is totally free of workforce difficulties. This workshop addresses conduct that can create a breach or violation of workplace professionalism. Harassment, bullying, teasing, intimidation, workplace relationships, rumors, confidentiality, silence, violence, and retaliation are examples of topics discussed in a deterrent approach. Too often we operate in a crisis mode waiting until the problem explodes and are then forced to address the issue. Dealing with sensitive issues is most effective when it is done in a prevention format, which is the focus of this workshop.

Session 2 : 11:00 am—12:00 pm

Top 10 Mistakes Districts Make in Bargaining, Marie Antoinette Room
Jenny Rose, Michelle Jenner, & Rebecca Powell, Spokane Education Association
Come learn about the union’s perspective on bargaining. What are the top 10 mistakes districts make? Join us and find out! There will be time to ask questions.

E-Certification: It’s Here & Calling Your Name, Elizabethan Room
David Kinnunen, Office of Superintendent of Public Instruction
The E-Certification presentation will provide attendees with step-by-step procedures for utilizing the functions available within the new E-Certification system. Attendees will receive resources to assist district administrative staff and educators in accessing and applying for certification online.
Breakout Sessions

Monday, February 23, 2015

Session 2: 11:00 am—12:00 pm, continued

Front-line Liability Issues, Grand Pennington C
Pat Flannery, Canfield & Associates

This training focuses on the leading personnel problems that result in claims and/or litigation. Our experience defending entities in court lends a sophisticated understanding of liability-related issues. The training underscores basic information as it relates to: sexual harassment, employee discipline, use of force, intimidation and bullying, employee rights, negligent hiring or negligent retention, negligent supervision, retaliation, deliberate indifference, and due process. This overview is valuable training for both supervisors and employees interested in learning to minimize liability in their workplace.

Session 3: 2:15 pm—3:15 pm

Provisional Nonrenewal Case Study, Marie Antoinette Room
Paul Clay, Stevens | Clay, P.S.

This session will provide attendees with a case study discussing how to nonrenew provisional employees in such a way as to minimize risk of grievances and lawsuits.

Managing the Human Side of Change, Elizabethan Room
Jason Swain, Jason Swain & Associates, LLC

As human resource professionals, it is our job to provide the people in our organizations with the knowledge and abilities to accomplish their strategic goals and objectives efficiently and effectively. When individuals or organizations experience significant external change, there is often a decrease in productivity as people struggle to manage their internal transitions.

In this workshop, you will understand how change occurs for individuals and organizations. You will gain knowledge and skills needed to lead and manage change in a positive way and develop strategies to help people deal with transitions in both their personal and professional lives.

Given the constancy of change in schools today, understanding and managing the human side of change may be a valuable addition to your “tool kit.”

Using Data to Become a High Performing HR Department, Grand Pennington C
Travis Schulhauser, Spokane Public Schools

Spokane Public Schools, like many school districts, has an academic achievement dashboard that leaders use to develop high achieving schools. Spokane Public Schools believes deeply in using data to guide decision making and to measure success. We also believe in using data to target areas of growth for goal setting. In the past, this has taken place in the area of academic achievement. We are now building dashboards for all areas of the district, including human resources. Spokane Public Schools has paralleled the work of The Council of Great City Schools in measuring all aspects of the district with an emphasis on HR. During this breakout session, we will be talking about the process of developing the key performance indicators, development of the dashboard and data warehouse, and our next steps.
Breakout Sessions

Tuesday, February 24, 2015

Session 4: 9:45 am—10:45 am

Step-by-Step Process for Making Unilateral Changes & Meeting Bargaining Obligations, Marie Antoinette Room
Paul Clay, Stevens | Clay, P.S.
Tom McLane, Randall Danskin, P.S. & PERC Commissioner

This session will address the steps needed to make unilateral changes in the workplace while meeting bargaining obligations.

Progressive Unionism, Elizabethan Room
Jay Rowell, Central Valley School District
Vicki Arnold & Keith Hoekema, Central Valley Education Association

This session will discuss the three frames of unionism as developed by the Mooney Institute for Teacher and Union Leadership and how this is being used in the Central Valley School District as a basis for working to improve district and association relationships and communication. We will also discuss how we use this improved relationship and communication commitment to pay dividends at the bargaining table, in discipline meetings, and in the everyday issues that arise in contract management.

Your Responsibilities Under Washington's Laws Against Discrimination, Grand Pennington C
Sharon Ortiz, Washington State Human Rights Commission

This session is designed to help HR professionals stay in compliance with state and federal laws against discrimination in employment. The session will highlight the most common errors employers make and what are the best practices to avoid them. Knowing your responsibilities under the law can avoid costly lawsuits. Knowing the law is the best form of insurance!

Session 5: 11:00 am — 12:00 pm

Social Media—Staff Guidelines, Marie Antoinette Room
Sara Hoover, Washington Schools Risk Management Pool

FERPA violations...electronic grooming....copyright infringement....OH MY! These are just a few of the issues you can have when you mix school district staff and social media!

Welcome to WSRMP’s training on social media and staff guidelines. Participants will be provided a brief overview of some important factors to keep in mind when school employees are accessing social media and technology both at home and at work.
Breakout Sessions

Tuesday, February 24, 2015

Session 5: 11:00 am — 12:00 pm, continued

Feedback: Give It, Get It, & Improve Your Organization With It, Elizabethan Room
Kurt Schonberg, Oak Harbor School District

Feedback, the breakfast of champions or a word that stirs fear in the hearts of employees in your organization? In this session you will be provided tools and strategies for framing effective reinforcing and redirecting feedback conversations with reports, peers, and even your supervisor. Also, participants will plan and practice a reinforcing and/or redirecting feedback conversation to be carried out back in the workplace and be provided a reminder card with tips on how to make the most of feedback opportunities with the goal of supporting the goals of the organization.

The Latest Developments in Anti-Discrimination Law: Tips for HR Administrators, Grand Pennington C
Rick Kaiser, Law Offices of Richard H. Kaiser

This breakout session will provide practical tips for HR administrators who investigate or respond to discrimination complaints.

Session 6: 2:30 pm — 3:30 pm

Self Care: Ethics, Compassion Fatigue, & Getting Past the “Dark” Issues, Marie Antoinette Room
Wendy Bleecker, Ed.D. & David Crump, Ph.D., Spokane Public Schools

This session will look at the high risks and rewards to human resources leaders. Areas that will be addressed are ethical considerations, compassion fatigue, secondary trauma, burn out, and hope. An interactive approach will be used to help attendees apply the material discussed.

Classified Contract Management & Bargaining, Elizabethan Room
Rick Doehle, Central Valley School District

This session will cover classified bargaining and contract management and how the two affect one another. We will look at keys to preparing for bargaining with classified employees, as well as how bargaining with one unit may affect another bargaining unit. The importance of positive relationships and how they affect both contract management and bargaining will also be discussed. Finally, we will address how bargaining fits into the overall budget of the district.

Districts & Charter Schools - A Perspective on Collaboration, Grand Pennington C
Jeannette Vaughn & Dr. Brenda McDonald, Spokane Public Schools & Pride Prep Charter School

The growth of charter schools across the state brings many questions about how districts interact with the charter schools located within their boundaries. Spokane Public Schools is currently the only district in the state that has the authority to approve and oversee charter schools, and thus far has approved two schools. Committed to collaboration, the relationship between Spokane Public Schools and the charter schools they authorize continues to evolve. Get accurate information about charter schools, how districts might consider interacting with them, and key lessons learned as the face of public education in the state of Washington is changing.
Breakout Sessions

Wednesday, February 25, 2015

Session 7: 9:45 am—10:45 am

Stereotyping Can Become a Self-fulfilling Prophecy, Marie Antoinette Room
Tommy Williams & Jeff Guillory, Guillory & Williams Team Consultants

The breakout session is designed to place participants in real life situations that identify and challenge stereotypical tendencies and correct unintended bias mistakes. Participants will also be assigned specific cultural immersion experiences that will reveal latent bias thoughts and behavior. Participants will be provided solutions to resolve potential inter-cultural and intra-cultural conflicts in work place situations where unwritten workplace rules can interfere with the development of positive working relationships among employees. The expected outcome is the practical application of the learned behavior to the workplace and everyday life.

Critical Incidents: Putting the Puzzle Together to Start the Healing, Elizabethan Room
Ed Hoffman, Spokane Police Department

In a critical incident situation things evolve rapidly, so knowing what is going on can be anybody’s guess. Our minds immediately try making sense of a tragedy by assembling the puzzle based on the pieces we hear, valid or invalid.

Recognizing what you don’t know is a key to putting the puzzle together for those on the scene and for those responding. The healing process is not easy and takes time, and understanding the incident is key to the healing process.

Accommodating Transgendered Students & Employees, Grand Pennington C
Curtis Leonard, WSPA

This session will cover the legal standards for accommodating transgendered students and employees, including use of restrooms, registration and preferred name issues, athletics, locker rooms, and overnight trips. Come prepared to discuss hypothetical cases and examples.
Breakout Sessions

Wednesday, February 25, 2015

Session 8: 11:00 am—12:00 pm

After Lockdown: The Pivotal Moments, Marie Antoinette Room
Gary Gasseling, Eastern Washington University Police

This session will provide the fundamentals to prepare for and react to an active shooter in your school. It outlines actionable tactics and processes that can be used to save lives in the time between lockdown and when help arrives.

By showing active scenarios and calling out teachable moments, this video and training session will help prepare school faculty and employees to protect themselves and their students in the event of a violent incident.

Challenges & Strategies of Building a Diverse Workforce, Elizabethan Room
Ramon Alvarez, Spokane Public Schools
Angela Jones, Gonzaga University Law Student

Aside from state laws such as Initiative 200 placing restrictions on recruitment based on characteristics like race, there are inherent challenges to school districts that wish to have a workforce that is reflective of its student body. This session will provide useful recruitment strategies inclusive of race, gender, and age that can be implemented immediately and will allow for practitioner sharing and brainstorming.

Teacher & Principal Evaluation Changes - Using TPEP Tools & Data to Support Your Human Resources Development Plan, Grand Pennington C
Jeanne Harmon, OSPI
Stephanie Parker, ESD 114

The changes in Teacher and Principal Evaluation affect HR professionals in a variety of ways. Participants at this session will become familiar with resources that can help them meet legal requirements, support teaching and learning staff, consider policy refinements, and build internal expertise.
Annual Conference Meals

Monday

Monday Breakfast Buffet
Scrambled eggs, breakfast potatoes, bacon, and sausage
Breakfast breads, pastries, Davenport coffee cake, and sliced fruit
Starbucks coffee and tea, chilled juices

Monday Davenport Deli Lunch Buffet
Baby spring mix salad with housemade dressings, pasta salad, fresh fruit platter
Ham, turkey, roast beef deli platter, Tillamook cheddar, Swiss, and provolone cheese platter
Sandwich breads, tomato, lettuce, relish tray, Tim's Cascade potato chips
Freshly baked cookies, brownies, and lemon bars
Starbucks coffee, hot and iced tea

Afternoon Snack – Ball Park Snacks
Red Vines, peanuts, popcorn, Cracker Jacks, ice cream bars, assorted soft drinks and bottled water

Monday President's Reception
Cheese tray, fruit tray, vegetable display, stuffed mushrooms, chicken satay, crab cakes, and other assorted appetizers

Monday - dinner on your own

Tuesday

Tuesday Davenport Breakfast Buffet
Assorted yogurt
Miniature bagels with sun-dried tomato cream cheese, lox with traditional condiments
Scrambled eggs with green onions and cheddar cheese, breakfast potatoes, bacon, and sausage
Breakfast breads, pastries, Davenport coffee cake and, sliced fruit
Starbucks coffee and tea, chilled juices

Tuesday Lunch
Chicken Caesar salad
Breadsticks
Starbucks coffee, hot and iced tea

Afternoon Snack
Freshly baked cookies and assorted soft drinks

Tuesday President's Dinner Banquet
Salad and housemade dressings
Cheese display, fruit platter, fresh seasonal vegetables
Grilled rosemary chicken and rice pilaf
Braised boneless beef short ribs
Wild sockeye salmon topped with Brie, basil pesto, and roasted tomato butter
Herb roasted fingerling potatoes
Fresh baked rolls
Assorted desserts

Wednesday

Wednesday Breakfast Buffet
Scrambled eggs, breakfast potatoes, bacon, and sausage
Breakfast breads, pastries, Davenport coffee cake, and sliced fruit
Starbucks coffee and tea, chilled juices
Fun Things To Do
Monday Night

Shopping
Downtown River Park Square
Shops on Main (including Macy’s)
Valley Mall (I-90 East of Spokane)
North Town Mall (N on Division at Wellesley)

Attractions
Northern Quest Casino  509.242.7000
Dry Fly Distilling  509.489.2112
No-Li Brewhouse  509.242.2739
Bistango Martini Lounge  509.624.8464

Wineries
Cougar Crest Winery
8 N. Post St., Suite 6
Open: Sunday-Monday Noon – 6:00 pm
509.241.3850

Barrister Winery
1213 W. Railroad Ave
Open: Daily Noon – 5:00 pm
509.465.3591

Patit Creek Cellars
922 W. Sprague
Open: Sunday through Thursday Noon – 6:00 pm
509.868.4045

Dining
Anthony’s on the River 509.328.9009
Clinkerdagger’s  509.328.5965
PF Chang’s  509.456.2166
The Melting Pot  509.926.8000
Spencer’s Steak House  509.744.2372
Palm Court  509.789.6848
Luigi’s  509.624.5226
Azteca  509.456.0350
Chili’s  509.458.2345
Red Robin  509.838.5260
Mizuna  509.747.2004
Steelehead Bar and Grill  509.747.1303
Sushi.com  509.838.0630
Wild Sage Bistro  509.456.7575
Olive Garden  509.624.1853
The Onion Bar and Grill  509.747.3852
Twig’s  509.232.3376
Rock City Grill  509.455.4400
Post Street Ale House  509.789.6900
Presenter Biographies

Ramon Alvarez, HR Director, Classified Personnel, Spokane Public Schools
Ramon Alvarez has served as a mid-level corporate manager, executive director of a local non-profit, and civil rights investigator for Washington State. Ramon began his career in Spokane Public Schools as an HR manager, and he currently serves as an HR director for classified personnel and as the equal opportunity officer.

Vicki Arnold, President, Central Valley Education Association
Vicki Arnold is the president of the local Central Valley Education Association.

Wendy Bleecker, Ed.D., Spokane Public Schools
Wendy Bleecker is the director of Student Services at Spokane Public Schools and an adjunct professor at Whitworth University. Her research interests include trauma, social-emotional, multi-cultural, and disparities.

Paul Clay, Attorney, Stevens | Clay, PS
Paul Clay has over 25 years experience representing school districts as general counsel and litigation counsel. He has litigated a number of high profile teacher discharge cases and other cases. Paul graduated from the University of Washington Law School where he served as editor in chief of the Washington Law Review and as a legal intern for the Seattle School District General Counsel’s Office. Paul received his B.A. degree from Washington State University in political science and economics where he served as president of the Student Senate and was selected to the Phi Beta Kappa Honor Society. Paul is married with two children.

David Crump, Ph.D., Spokane Public Schools
David Crump works in the Student Services department at Spokane Public Schools specializing in mental health at the secondary level.

Rick Doehle, Executive Director for Human Resources, Central Valley School District
Rick Doehle earned his undergraduate degree from Whitworth University, his master’s from Eastern Washington University, and his superintendent credentials from Washington State University. He was a teacher of science and physical education, a technology coordinator, and a principal and superintendent of two small school districts. Rick also spent five years as assistant superintendent for HR in Yakima and three years as a CEO for a non-profit serving children birth to five years old. He is currently the executive director for human resources at Central Valley School District. Most importantly, he has been married for 29 years to a very patient woman and is the father to four young men.

Pat Flannery, Canfield & Associates
After retiring from education in 2000, Pat Flannery began working as a workshop presenter and a one-on-one pre-litigation trainer for Canfield. He has researched, developed, and presents many of the workshops that are provided to our members. Pat received his B.A. degree from Western Washington University and his master’s degree in education administration from Central Washington University. Pat is a former educator with 31 years of experience as a teacher, coach, athletic director, high school vice-principal, and middle school principal with the Ephrata School District.
Presenter Biographies

Gary Gasseling, Deputy Chief, Eastern Washington University Police
Gary Gasseling is a 36-year veteran in law enforcement. Retired from the Washington State Patrol after serving 26 years, he has continued his career at EWU focusing on early intervention, prevention and training for students, faculty, and staff in the field of workplace violence and ASR (active shooter response). He is a partner/owner of Training 2 Survive (T2S), a Spokane-based company formed in 2012 to help schools train staff and students in the event of a crisis taking place at their school.

Jeff Guillory, Guillory and Williams Team Consultants
Jeff Guillory resides in Lapwai, Idaho on the Nez Perce Indian reservation. He is a graduate of the University of Idaho in political science, 1970. He is the current director of the Diversity Education Program Office of the Provost for Washington State University. Jeff has 20 years experience in the diversity education profession, 10 years in human resources, and 15 years as a consultant for major companies, colleges and universities, Washington State Senate staff, over 50 Native American organizations, and local Idaho government agencies including the City of Lewiston, Nez Perce County, and the Idaho Department of Labor, Lewiston branch. Jeff also provides professional consultation in sexual harassment, organizational development, conflict management, diversity education, cultural competency, and teambuilding. The philosophy and theme on which Jeff bases his work is, “We have more things in common than our differences.” When he is not working, Jeff enjoys reading, horseback riding, camping, and church activities.

Jeanne Harmon, TPEP Program Manager, Office of Superintendent of Public Instruction
Jeanne Harmon manages the Teacher and Principal Evaluation Project for OSPI, as well as national board certification and support for new teachers (BEST).

Ed Hoffman, Police Chaplain, Spokane Police Department
Chaplain Ed Hoffman has been serving the Spokane Police Department (SPD) and the citizens of Spokane for nearly five years. As police chaplain, he responds to officer involved shootings, unattended deaths, standoffs, delivers next of kin notifications, and various other critical incidents in the City of Spokane. Chaplain Hoffman is a member of the SPD Personnel Assistance Team. He is trained in critical incident stress management (CISM) for both groups and individuals. Chaplain Hoffman has been involved in critical incident debriefs for multiple police agencies in the northwest, as well as facilitating debriefs for Deaconess/Rockwood staff and patients following a tragic murder/suicide and Nordstrom’s employees following their accidental fatality in early 2014. A lifelong resident of Spokane, he previously served as a staff pastor for Life Center Church. Chaplain Hoffman is a life member of the International Conference of Police Chaplains.

Keith Hoekema, Teacher, Central Valley School District
Keith Hoekema is a teacher at Broadway Elementary School in the Central Valley School District and is a member of the CVEA executive team.

Sara Hoover, Resource Management Consultant, Washington Schools Risk Management Pool
Sara Hoover has been with WSRMP in its Risk Services Department since 2005. She has recently taken on the responsibility of developing new educational programs for WSRMP and providing training to its membership. Prior to coming to WSRMP, she worked in areas of school safety and compliance for many years. She has a B.S. degree in curriculum development and training.
Presenter Biographies

Michelle Jenner, Spokane Education Association
Michelle Jenner has been with Spokane Education Association for three years as a WEA UniServ director. Previously, she was a UniServ director in the Tri-Cities and was a union president and eighth grade teacher on the west side of the state.

Angela Jones, Gonzaga University Law School Student
Angela Jones has over 20 years in education and is a former Spokane Public Schools HR director. She is currently attending law school and is a social justice trainer.

Rick Kaiser, Attorney, Law Offices of Richard H. Kaiser
Richard Kaiser has over 11 years of experience successfully representing employers in federal and state courts and before various administrative agencies. Mr. Kaiser also conducts trainings and workplace investigations, including those involving children or allegations of sexual misconduct. He is a current faculty member of the University of Washington Extension Program in Human Resources Management and teaches HR courses in Seattle and has taught in Abu Dhabi, United Arab Emirates. In 2011 and 2013, the University of Washington Extension Program nominated him for Teacher of the Year. Mr. Kaiser has also been a member of the Pacific Coast Labor and Employment Conference Planning Committee and on the board of directors of the Lake Washington Chapter of Society for Human Resource Management. Prior to becoming an attorney, Mr. Kaiser was an investigative social worker and children’s therapist for public and nonprofit agencies.

David Kinnunen, Office of Superintendent of Public Instruction
This year David Kinnunen began his 28th year as a professional educator. In the first 12 years of his education career, David had the pleasure of teaching in multiple grades and in varied school environments. His experience encompassed general subjects in elementary, intermediate, and middle school, and content areas in high school and traffic safety education.
David is now in his 16th year at OSPI and has served as a program supervisor in Transportation and Title II Part A. He is currently the director for Professional Certification and Educator Data.
David received his B.A. from Whitworth College (University), a master’s in teaching from Central Washington University, and administrator credentials from Washington State University.

Brian Kistler, Partner, Stevens | Clay, PS
Brian Kistler has over 10 years experience in education law and advising public school districts on a wide range of legal issues. Brian received his B.A. degree (magna cum laude) in government from Eastern Washington University. He attended Syracuse University College of Law where he graduated with a J.D. degree (cum laude).

Curtis Leonard, Executive Director, WSPA
Curtis Leonard is the executive director of the Washington School Personnel Association. He also represents school districts in a variety of legal issues. Previously, he was the in-house attorney for the Auburn School District.

Dr. Brenda McDonald, Founder/CEO, Pride Prep Charter School
An experienced school leader for over 20 years, Brenda McDonald has a long history of public education experience. Brenda was most recently the principal at Garry Middle School in Spokane, Washington, from 2005-2013. She began her career in education as a special education teacher and math specialist. Brenda is dedicated to providing every student with opportunities, support, and high expectations to succeed in life. Throughout her time as a public school educator, Brenda has focused on closing the achievement gaps in high poverty middle schools with proven success. Brenda has received recognition for her strides in the public education sector, and has received the Model Exemplary Transition
Presenter Biographies

Dr. Brenda McDonald, continued

Award for grades six-seven and recognition in the top 16 Navigation 101 Schools in Washington State-College Spark. In 2014, she received the Chancellors Award for Education Excellence from Washington State University. Brenda holds a doctorate in educational leadership from Washington State University, where she also earned her superintendent credential, two master degrees, one in school administration from Whitworth College, and one in curriculum and instruction from Eastern Washington University. She graduated from Shadle Park High School in Spokane, Washington.

Tom McLane, Commissioner, Public Employment Relations Commission (PERC)

Tom McLane is a principal of the firm Randall | Danskin with over 25 years experience in labor and employment law. He is an honors graduate of Gonzaga University School of Law, and has an LL.M. in labor law from George Washington University. Tom was a law clerk for Federal District Court Judge Justin Quackenbush. His practice includes extensive client counseling on matters such as traditional labor law and employment discrimination. He regularly serves as both a mediator and arbitrator and is currently serving as a commissioner of the Washington Public Employment Relations Commission.

Sharon Ortiz, Executive Director, Washington State Human Rights Commission

Sharon Ortiz has been the executive director of the Washington State Human Rights (WSHRC) Commission since January of 2009. Prior to moving to Olympia, she was the manager for the WSHRC’s eastern district and worked from Spokane. Sharon began working for the WSHRC in 2001 as an investigator in Yakima, Washington. Prior to that she was the assistant director at Northwest Fair Housing Alliance. Sharon is the western regional representative of the board of directors for the International Association of Official Human Rights Agencies. She is an expert regarding civil rights laws and has worked on hundreds of cases over the last two decades. Prior to working in civil rights she was employed by Spokane Public Schools working in English as a second language. Sharon is a graduate of Whitworth University in Spokane.

Stephanie Parker, Olympic ESD 114

Stephanie Parker supports TPEP implementation across the state by coordinating regional services among the nine ESDs.

Rebecca Powell, Spokane Education Association

Rebecca Powell is currently in her seventh year at Spokane Education Association working as a WEA UniServ director. She was also a UniServ director in Idaho and Oregon. Prior to that, she was an eighth grade teacher.

Jenny Rose, President, Spokane Education Association

Jenny Rose is currently in her sixth year as president of SEA. She is on leave from her third grade teaching position in Spokane Public Schools. Jenny has been bargaining since 2000 for SEA in both interest based and traditional bargaining.

Jay Rowell, Assistant Superintendent for Human Resources and Operations, Central Valley School District

Jay Rowell is the assistant superintendent for Human Resources and Operations for the Central Valley School District.
Presenter Biographies

Kurt Schonberg, Executive Director of Human Resources, Oak Harbor School District

Originally a commercial fisherman in Alaska for many years, Kurt Schonberg gravitated to education in the mid 1990's initially as a teacher in a high school drop out prevention setting. From there he became a high school assistant principal in Stanwood School District followed by five years as high school principal for LaConner School District in northwest Washington state. Following his successful building level leadership, he was hired as the director of teaching and learning in Oak Harbor Public Schools and then was promoted to his current position of executive director of Human Resources. Kurt has led human resources for Oak Harbor, a district of 5500 students and 700 staff on Whidbey Island, for the past five years. His focus is on staff development that directly improves customer service leading to improved student outcomes.

Travis Schulhauser, Spokane Public Schools

Travis Schulhauser has been an administrator in Spokane Public Schools for 14 years. He has been a high school assistant principal, middle school principal, and is now the director of assessment for Spokane Public Schools.

Jason Swain, Owner/Principal Consultant, Jason Swain & Associates, LLC

Jason Swain is the owner and principal consultant of Jason Swain & Associates, LLC. He helps organizations survive and thrive today by creating and sustaining fully aligned and high performing teams. Jason brings over 15 years of professional experience in organization development, training, executive team development, and corporate coaching. He has brought his experience and expertise to mid- to large-size, publicly held companies as well as non-profit organizations. Jason also teaches in the MBA program at Gonzaga University.

Jason’s clients have included American Express, Ford Motor Company, Gonzaga University, Iams Pet Foods, Lens Crafters, Procter and Gamble, Spokane Public Schools, US Bank, United States Air Force, Xavier University, and many others.

Jeannette Vaughn, Director of Innovative Programs, Spokane Public Schools

Jeannette is the director of Innovative Programs for Spokane Public Schools, responsible for both charter authorization/oversight and development of the district’s Portfolio of Options. Spokane is the first, and currently only, district authorizer in Washington. Spokane Public Schools has also signed a district-charter compact, committing to working collaboratively with the charter schools that it authorizes. Prior to joining Spokane Public Schools in October 2013, she served for seven years as executive director of Albert Einstein Academies Charter School in San Diego, California. While operating a charter school in San Diego, she worked closely with the authorizing district and understands the important relationship that districts and charters must foster for increasing outcomes in all students. During her career, she has mentored international baccalaureate school leaders across North America, as well as new charter school leaders through the Charter Schools Development Centers yearly Leadership Summer Intensive. She holds her bachelor’s degree in liberal studies from San Diego State University and her master’s in educational technology from National University.

Tommy Williams, Guillory and Williams Team Consultants

Tommy Williams lives in Spokane and is currently employed with Spokane Public Schools as the student services intervention specialist. Tommy has over 20 years of experience in working with children in the foster care and juvenile rehabilitation system. Tommy also provides consulting and support to local law enforcement, mental health, and faith-based nonprofit organizations. Tommy, with his wife Paula, co-founded Operation Healthy Family (OHF) a 501(c)3 non-profit organization. OHF’s mission is to honor God, follow Christ, and serve the community by offering support and services to families in need by partnering with other like-minded organizations and businesses. OHF offers the Brush For The Future Program and the See It-Say It (anti-bullying) Program. When Tommy is not working he enjoys hanging out with his family and coaching one of his six boys in sports as well as listening to gospel/jazz and writing poetry.
Upcoming WSPA Events

Washington Educator Career Fairs

Spokane Convention Center - April 14, 2015, 9:00 am—2:00 pm

AND

Tacoma Dome Arena - April 23, 2015, 9:00 am—3:00 pm

The career fairs allow districts, ESDs, and colleges the opportunity to move beyond the digital recruiting world and make those face-to-face contacts necessary to any values-based recruiting program. WSPA also provides a database of prospective teachers/administrators/counselors exclusively to districts who attend one of the two educator career fairs. Last year, 450 teacher candidates attended the Spokane career fair and over 1,000 attended the career fair in Tacoma.

For educators and districts alike, the news about the economy can be unnerving, but vacancies exist and hiring will take place for the upcoming school year. Make every opportunity count and register for the Washington Educator Career Fair. Make it an enjoyable and advantageous part of your homework!

Thank you to our sponsors exclusive to the Washington Educator Career Fair—Pemco Insurance and School Employees Credit Union of Washington—for providing refreshments during our fairs.

We encourage vendors to register for both locations by April 1, 2015.

Upcoming Webinars

Registration is now open to attend WSPA webinars. Pricing has been lowered to $50 for WSPA members and $75 for non-members. All recorded webinars will be available for sale after the webinar dates. Please visit http://www.wspa.net/webinars, to register.

- February 27, 2015  9:00-12:00  ADA Accommodations
- March 6, 2015  9:00-10:30  Handling Difficult Attendance Issues
- March 13, 2015  9:00-12:00  FMLA Leaves
- April 3, 2015  9:00-10:00  Sick Leave Sharing
- April 10, 2015  9:00-10:30  Pregnancy Laws/Discrimination
- April 17, 2015  9:00-10:30  Substitute Employees
- May 22, 2015  9:00-10:30  Wage and Hour Laws

Conferences

The 2015 School Law Conference will be held on October 19th-20th, 2015. Save the date!

Region 4 (Puget Sound Area) will be hosting the 2016 annual conference. Watch the WSPA website for more details.
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WSPA Region 1 would like to thank everyone for attending the Annual Conference.

A special thank you to Curtis Leonard, WSPA executive director and Chris Callaham, WSPA executive assistant.

WSPA would like to recognize our conference vendors and sponsors who help make the conference possible.

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