



SCHOOL LAW NOTES

THRUN
LAW FIRM, P.C.

JULY 25, 2024

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Title IX Status Update

The status of the 2024 Title IX regulations has been in flux since the U.S. Department of Education (USDOE) released them in April 2024. Scheduled to take effect on August 1, 2024, federal courts have halted USDOE’s enforcement of the regulations in at least 15 states and at the schools identified in this [list](#). Michigan is not one of the 15 states. Only nine Michigan schools are on the list, though the Kansas court has extended the deadline for the parties to add schools to the list. We expect an updated list by midnight on July 26, 2024. There may be future versions of the list that impact our clients.

On Monday, July 22, 2024, USDOE asked the U.S. Supreme Court to intervene in challenges to the regulations initiated in Louisiana and Kentucky. As of the date of this article, the Supreme Court has not indicated whether it will weigh in on the pending litigation.

Michigan public schools, including those in districts that have a school on the list, should plan to implement the 2024 regulations on August 1st, barring additional agency or court action.

Many of the lawsuits filed to halt implementation of the 2024 regulations challenge the expanded definition of “sex” to include gender identity and sexual orientation. Michigan school officials should note that *even if* Michigan as a whole or an individual school is added to a list barring USDOE enforcement of the 2024 regulations, Michigan’s Elliott-Larsen Civil Rights Act still prohibits discrimination based on gender identity and sexual orientation. Whether the new Title IX regulations are in effect or not, Michigan schools may not discriminate based on gender identity or sexual orientation under state law. We recommend that schools adopt a policy that complies with the 2024 Title IX regulations effective August 1, 2024. Thrun Policy Service subscribers who receive annual updates have already received updated Policies 3115-3115H and the accompanying forms. Any other client who would like to purchase the policy package may use the attached order form.

We continue to recommend that schools plan to train several employees to serve in certain “key roles,” including Title IX Coordinator, investigator, decisionmaker, appeals officer, and informal resolution facilitator. While the 2024 regulations streamline the investigation process, most investigations will still require the involvement of at least two trained individuals. We will continue to provide our virtual Title IX training monthly based on client demand. Our upcoming training dates are: August 8, August 20, August 28, and September 10. Each training runs from 10:00 a.m. – 1:00 p.m.

To register for any of these training dates, please visit www.ThrunLaw.com/calendar/list.

All employees must receive basic training on identifying and reporting sex-based discrimination. We have developed a short

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training video schools can use to meet that requirement. Thrun Policy Service subscribers who receive annual updates received the training video this week at no extra cost. Any school that would like to purchase the video may use the attached order form.

As litigation continues, we will provide timely updates to our clients. We appreciate your patience as we navigate this ever-changing legal landscape with you.



Enrollment Refresher: Required Documents, Residency, and Schools of Choice

School begins soon, and now is a great time to review general student enrollment and records requirements for new and transferring students.

First Time Enrollment and Proof of Identity and Age

The Revised School Code (RSC) Section 1135 requires a school to notify the person enrolling a student for the first time that they must provide, within 30 days, either: (1) a copy of the student's birth certificate; or (2) other reliable proof, as determined by the school, of the student's identity and age, and an affidavit explaining the inability to provide a birth certificate. School officials must immediately report to local law enforcement any affidavit that appears inaccurate or suspicious in content or form.

If the person enrolling the student fails to provide the requested documents within 30 days, the school must send written notice to the person that the school will refer the matter to law enforcement if the documents are not provided within 30 days of that written notice. If the person still fails to provide the requested documents, the school must notify local law enforcement.

Records Transfer

Within 14 days of enrolling a transfer student, RSC Section 1135 requires a school to request in writing a copy of the student's school record, including any disciplinary records, from the student's previous school. The previous school must send the records within 30 days of receiving the request unless the record has been tagged as belonging to a missing person under RSC Section 1134. If the record is tagged, the previous school must notify law enforcement that the tagged record was requested.

Special Education Records

The IDEA requires a student's new school to take reasonable steps to promptly obtain the student's records and a student's former school to promptly respond to a request for such records. Parental consent

is not required to disclose such records to a school in which the student is seeking enrollment. Special education records include IEPs, evaluations, documentation from outside providers, and supporting documents.

Residency

For education purposes, a student is a resident of any district within which a parent or legal guardian resides, regardless of custody status. A school may require reasonable verification of residency, which may include an affidavit, utility bill, or voter registration.

A child living in a licensed home or in a relative's home for the purpose of securing a suitable home and not for an educational purpose is a resident of the school district in which the student lives. A "relative" is a parent, grandparent, brother, sister, stepparent, step-grandparent, stepsister, stepbrother, uncle, aunt, first cousin, great aunt, or great uncle by marriage, blood, or adoption. Schools may require verification, such as an affidavit, that a student is living with a relative because the parent is unable to provide the student with a suitable home.

The McKinney-Vento Homeless Assistance Act defines *homeless* to include a student who lacks a fixed, regular, adequate nighttime residence, or who is an unaccompanied youth not in the physical custody of a parent or guardian. McKinney-Vento requires that a homeless student be enrolled immediately even if there is no documentation of residency, other records, or immunization. Under the Michigan Pupil Accounting Manual, the student is considered a resident of the enrolling district.

Enrolling Non-Resident Students

Generally, to enroll a non-resident student, a district must obtain a release from the resident district to count that student for state aid purposes. The State School Aid Act (SSAA) allows an enrolling district to count non-resident students in membership without resident district approval only under specific circumstances.

Schools of choice is one way to enroll and count non-resident students without a release. Participation in schools of choice is voluntary. The SSAA allows districts to enroll two types of non-resident students under schools of choice: (1) those who reside in the same ISD (Section 105), and (2) those who reside in a contiguous ISD (Section 105c). A district may participate in either Section 105 or Section 105c choice, both, or neither. If a district participates in schools of choice, it must comply with all aspects of the statute or risk forfeiting 5% of its total state aid allocation. For more information about schools of choice requirements, please see the [Schools of Choice Refresher](#) in the December 2023 issue of *School Law Notes*.

Enrollment issues can be tricky, and it is important to gather all relevant information before determining whether a student can be enrolled and counted in your district's membership. Resolving outstanding issues before school begins – and long before count day – will ensure a smooth start to the school year. If you have enrollment questions, contact a Thrun attorney for guidance.



Athletic Program FAQs

Kick off fall sports on the right foot! The frequently asked questions below will assist school officials in answering questions about student athletics.

MHSAA member-schools are bound by MHSAA rules, including those addressing eligibility and enrollment and other requirements. In some cases, MHSAA rules may be nuanced and may require consultation with MHSAA. The FAQs below are general answers, but specific situations may require a close review of the MHSAA rules to ensure compliance.

1. *Are student athletes subject to the student code of conduct?*

Yes. Student athletes are subject to not only the student code of conduct, but also any athletic code of conduct, which may be more stringent. Student handbooks should describe behavior rules and expectations specifically for students who participate in sports and the disciplinary consequences for violating those rules. Rules must be carefully tailored and applied so as not to infringe on student rights, including free speech and free exercise of religious rights.

2. *Is the school required to provide a student with due process before suspending them from an athletic activity?*

It depends. Athletic participation is a privilege, not a right. Therefore, unless a school has created due process procedures for student athletes, none need to be provided before removal takes place. If in place, due process procedures should be limited to notice of allegation of wrongdoing and an opportunity to respond. We recommend reviewing athletic handbooks before fall sports begin to ensure that any due process procedures for athletics are legally compliant and not overly burdensome.

3. *Are there age requirements to participate in MHSAA-sponsored sports?*

Yes. To participate in 7th grade sports, a student must be 13 years old or younger, unless the student turns 14 on or after September 1 of the 7th grade school year. For 8th grade eligibility, a student must be 14 years old or younger, unless the student turns 15 on or

after September 1 of the 8th grade school year. A student must be 18 years old or younger to play high school sports, unless the student turns 19 on or after September 1 of the competition school year.

4. *When must a student be enrolled to participate in MHSAA-sponsored sports?*

Generally, a student must be enrolled in the school not later than the fourth Friday after Labor Day for the fall season (i.e., September 27, 2024) and not later than the fourth Friday of February for the winter season (i.e., February 28, 2025) to be eligible to play MHSAA-sponsored sports.

5. *What forms must students submit before they can participate in MHSAA-sponsored sports?*

Students must submit a [Medical Eligibility Form](#) signed by a health care professional (M.D., D.O., physician assistant, or nurse practitioner) verifying that they had a physical examination. This Form also requires parental consent, emergency contact information, acknowledgment of an assumption of the risk statement, medical treatment consent, and proof of medical insurance.

Additionally, Michigan's sports concussion law requires the student and their parent or guardian to sign a [Concussion Education Acknowledgement Form](#) verifying that they received educational materials on sports concussions, including a description of concussion signs and symptoms.

6. *Are transfer students eligible to participate in MHSAA-sponsored sports?*

It depends. In general, students are eligible to participate in MHSAA-sponsored sports at the school located within the district in which one of the student's parents reside. Students who change schools and do not meet one of MHSAA's fifteen enumerated exceptions are not eligible for the upcoming season in the same sport that they participated in during the immediately preceding season. If a student is participating in a sport and transfers to a new school mid-season, the student is ineligible to participate in that same sport during the remainder of the current season and the following season.

To prepare for the upcoming season, school officials should review their school's athletic code of conduct to ensure compliance with any more stringent eligibility requirements beyond those imposed by MHSAA.



Immunization Reminder from MDE

MDE issued a [memo](#) on June 27, 2024 reminding Michigan public schools of student immunization requirements.

Every Michigan public school student must have a current immunization certificate or valid waiver when they register (or no later than the first day of school) for kindergarten and 7th grade, and whenever a student enrolls for the first time in a new school district, grades 1-12. A student has a “complete immunization record” if the student has received all doses of the required vaccine series. A student has “provisional status” if the student has received at least one dose of a required vaccine and the next dose is not yet due. Schools are required to follow up with the parent or guardian of each student with a provisional status to ensure the student received the follow-up dose(s) of the required vaccine.

All Michigan schools must report immunization information. Michigan law mandates that any student who does not meet Michigan immunization requirements shall not be admitted or allowed to participate in classes.

The Michigan Public Health Code requires a parent/guardian to have one of the following documents on file with the school:

1. A valid, up-to-date immunization record. Acceptable immunization documentation for schools includes:
 - An immunization record from a provider (EMR, Electronic Medical Record);
 - An official Michigan Care Improvement Registry immunization record; or
 - A state Immunization Information System record.
2. A medical doctor’s (M.D. or D.O.) signed State of Michigan 2024 Medical Contraindication Form, which states the medical contraindication(s), the vaccines involved, and the time during which the student is not able to get the vaccines.
3. A current, certified State of Michigan 2024 Nonmedical Immunization Waiver. When a parent or guardian holds a religious or other objection that prevents a student from receiving vaccines, they must have a 2024 Nonmedical Immunization Waiver completed, signed, and certified at the local health department.

Schools must maintain up-to-date immunization records, including waivers, on file for all students.

A FERPA compliant consent form ([FERPA consent](#)) is required for a school to share student immunization

data on the Michigan Care Improvement Registry/School Immunization Reporting System.

With the new school year approaching, this is the time to ensure that an administrator will review the school’s student immunization records and request updated information from parents or guardians, as necessary. If school officials have any concerns about their records or the legal immunization requirements, they should contact their Thrun attorney.



Special Education Checklist for the New School Year

Below are a few special education reminders to guide school officials and staff as the new school year begins.

- Current/Compliant IEP: Every special education student must have a *current* individualized education program (IEP) in place at the start of the new school year.
- Communicate IEP requirements to staff: The IDEA does not provide a grace period at the beginning of a new school year, so students’ IEPs must be fully implemented on the first day of school. Teachers/professionals who will work with a student during the school year must be informed of their IEP implementation responsibilities.
- Document implementation: We recommend that schools have a process for ensuring that general education teachers maintain an “accommodation log” documenting that the student’s accommodations were provided. These logs provide “proof” that accommodations were provided if IEP implementation questions arise. Related service providers maintain service logs for Medicaid billing and other reporting purposes.
- Progress Monitoring: Collect data on the student’s IEP goals at the start of a new school year and at the IEP-designated intervals throughout the year. The IDEA and MARSE require this data collection.
- Staffing Shortages: If school officials know or anticipate that there will be a special education provider shortage, alert the parents of affected students early, and inform parents that compensatory services will be offered as soon as the staffing shortage is resolved. Document the number of missed service minutes and seek input from parents before making a compensatory education offer.

Starting the school year “behind the ball” on special education issues can set the stage for a tumultuous year. If you have questions, contact your Thrun special education attorney.



MARSE Updates

On June 27, 2024, MDE announced that three rules in the Michigan Administrative Rules for Special Education (MARSE) had been revised. Those revisions are as follows:

- Rule 340.1721b was amended to ensure that the process for initial evaluations of parentally placed private school students is consistent with the federal regulations.
- Rule 340.1723c was amended to allow parents to make verbal requests for Independent Educational Evaluations. This change codifies the guidance MDE issued on this topic in September 2023 and updated in November 2023.
- Rule 340.1733 was amended to provide that the age span of students assigned to special education programs in an elementary building attended by nondisabled students does not exceed the age span of the nondisabled students in the building. The rule provides an exception for students with severe cognitive impairment and severe multiple impairments.

A [summary](#) of the new rules can be found on MDE’s website.



Special Education Interim Teaching Certificate Extended to July 2027

Revised School Code Section 1531i provides an alternative path for individuals to obtain an interim teaching certificate, including an interim special education teaching certificate. The alternative path for an interim special education certificate in this statute was originally set to sunset in July 2024. The Legislature, however, extended the special education certificate alternative path provision to July 21, 2027.



First Circuit Upholds Teacher TikTok Termination

The First Circuit Court of Appeals recently upheld a Massachusetts teacher’s termination based on TikTok memes she posted before she worked for the school. [MacRae v Hanover Public Schools, et al.](#), No. 23-1817

(CA 1, June 28, 2024). Though Michigan is in the Sixth Circuit, the decision provides an interesting look at one court’s analysis of consequences for off-campus teacher TikTok speech.

Kari MacRae successfully ran for school board in Bourne, Massachusetts. She posted a TikTok video explaining that she wanted to be elected to the school board because she believed that students should not be exposed to critical race theory, taught that the country was “built on racism,” or exposed to the idea that gender can be fluid. MacRae also posted on TikTok six “allegedly controversial” memes that could be interpreted as derogatory to transgender persons and as minimizing contemporary racism.

Several months after she was elected to the Bourne school board, Hanover Public Schools hired MacRae as a teacher. That same day, the Bourne school board learned of the TikTok posts. Bourne’s board determined that some of the posts conflicted with its core values. The controversy in Bourne garnered regional news coverage. At least one Hanover teacher heard students talking about MacRae’s posts. Hanover placed MacRae on paid administrative leave and, within a month, Hanover terminated MacRae.

MacRae sued Hanover, alleging retaliation for First Amendment protected speech. MacRae argued that because her social media posts were made when she was a private citizen, the speech could not be analyzed as public-employee speech, which is more easily regulated than private speech. The court disagreed, emphasizing that the government has a legitimate interest in prohibiting disruptive speech, whether that speech took place before or after the individual became a public employee.

The court held that Hanover’s interests as an employer outweighed MacRae’s free speech rights. The court focused on the short time period between the posts and MacRae’s hire date (she posted most of the memes and the video no more than six months before she was hired), evidence of actual disruption to the school environment, as well as the reasonable concern about future disruption. The court noted that nothing in the record suggested her termination was spurred by personal dislike of her posts, but the court considered the school’s argument that some students may not feel safe or comfortable learning from MacRae given the potential perceptions of her posts.

Student speech is analyzed differently than employee speech. While the court in this case determined that employee termination was appropriate, a school may not be able to discipline a student for similar off-campus posts. We recommend contacting legal counsel when faced with questions about imposing discipline for employee or student speech.

Legislating By Design: PA 67 Amends the School Building Construction Act

Governor Whitmer recently signed into law Public Act 67 of 2024 (PA 67), amending the School Building Construction Act (SBCA) to allow a Michigan-licensed architect or engineer (A/E) to work with a design-builder to satisfy the SBCA's plans and specifications requirements. This Act takes effect 91 days after the 2024 Legislature adjourns *sine die*. Though we do not yet know the precise date, we expect PA 67 will be effective in late March 2025.

Design-Build Permissibility

The SBCA requires that for school construction projects exceeding \$15,000, an A/E must prepare the plans and specifications, which are subject to review by the Bureau of Construction Codes (BCC). PA 67 modifies this requirement by adding that an A/E working *in conjunction* with a design-builder may also prepare them. The "in conjunction" requirement may be satisfied by utilizing either a "design-builder" or a "design-build team." PA 67 defines each of these terms:

- A "design-builder" is an entity that: (1) furnishes both design and general contracting services for a project, and (2) completes design services in compliance with Michigan's Occupational Code *or* subcontracts with a design firm that complies with the Occupational Code.
- A "design-build team" consists of: (1) a design-builder and (2) an A/E firm that meets certain Occupational Code licensing requirements.

Ambiguities

Aside from clarifying that design-build is permissible under the SBCA, the Act's changes also create ambiguity and confusion. For example, PA 67 adds new definitions to the SBCA that are not used within the Act. It is unclear how the Legislature intended to interpret terms that are defined but not applied.

The Act also removes the SBCA's express requirement that an A/E or other qualified person (e.g., a construction manager) supervise a construction project. PA 67, however, still refers to the responsibilities of the "person supervising construction," which seems to imply that the SBCA continues to require construction supervision. The role of the supervisor of construction, if any, is made less clear by the Act. Regardless, the Occupational Code requires that the review of the materials used and completed phases of construction be made "under the direct supervision of a licensed architect or licensed professional engineer."

Assuming construction supervision is still required, PA 67 also leads to questions about *who* may supervise a construction project. The Michigan Attorney General previously offered two opinions that an entity cannot construct *and* supervise a project because it creates an inevitable conflict of interest (i.e., the entity is evaluating its own performance). Now, it is uncertain whether the Legislature intended to allow a design-builder or design-build team to design, construct, *and* supervise the project or whether an independent third party must oversee the design-builder or design-build team's work. Regardless of the Legislature's intent, we continue to recommend that districts contract with independent project supervisors to ensure their interests are adequately represented and protected.

Finally, PA 67 now defines the term "construction" as "the construction, erection, reconstruction, alteration, conversion, demolition, repair, moving, or equipping of buildings or structures." This definition is extremely broad and, as written, means that an A/E, design-builder, or design-build team must prepare (and BCC must review) plans and specifications for demolition or equipping projects over \$15,000. Requiring plans and specifications for such projects is impractical and may be outside the practice of architects.

Moving forward, we hope that Michigan's Legislature clarifies the ambiguities created by PA 67 before it takes effect. Please contact a Thrun transactional attorney with questions regarding PA 67 and its implications.

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More New Asbestos Legislation

In our May 2024 *School Law Notes*, we reported the enactment of the Public Entity Asbestos Removal Disclosure Act, which imposed a new contractor affidavit requirement for school friable asbestos abatement projects, and amendments to the Michigan Occupational Safety and Health Act, which added penalty provisions for asbestos-related violations.

Governor Whitmer recently signed into law two additional asbestos-related public acts that will impact school friable asbestos abatement projects. Public Act 59 of 2024 creates the Public Entity Asbestos Removal Verification Act, which requires schools to perform a background investigation before entering into a contract with a contractor for certain friable asbestos abatement projects. Public Act 56 of 2024 amends the Michigan Natural Resources and Environmental Protection Act to require fees for asbestos removal or demolition agency notifications and directing those fees to be used to fund agency inspections of such projects.

PAs 59 and 56 will take effect 91 days after final adjournment of the Michigan Legislature for the 2024 regular session and the public acts are expected to become effective in March 2025.

PA 56

Federal regulations (40 CFR Part 61, Subpart M) require a property owner or contractor to notify the Michigan Department of Environment, Great Lakes, and Energy (EGLE) of intended demolition or renovation projects on the owner’s property that exceed certain asbestos thresholds. PA 56 requires an owner (including a school) or contractor that submits such a notice to pay a \$100 notice fee and a \$10 modification fee for any later modification to that notice. A school may pass those fees on to the contractor, unless doing so violates a contract entered into before January 31, 2025. PA 56 states that collected fees will be deposited into a fund that EGLE must use to inspect asbestos demolition or renewal projects.

PA 59

PA 59 requires schools to conduct a background investigation before entering into a friable asbestos abatement project with an asbestos abatement contractor or a general contractor (if the general contractor will contract with an asbestos abatement contractor). A background investigation must include review of the [EGLE website](#) to determine whether the contractor has received any environmental regulation violation notices or has been subject to an administrative consent order or judgment involving environmental regulations, and review of the U.S. Occupational Safety and Health Administration (OSHA) [website](#) to find out if the asbestos abatement contractor has received any asbestos regulation violation notices.

PA 59 prohibits a school from entering into a contract with an asbestos abatement contractor if the contractor has been issued five or more environmental regulation violation notices or has been subject to an administrative consent order or judgment involving environmental regulations within the immediately preceding five years. Some exceptions apply – the school may enter into a contract with an otherwise disqualified contractor if it:

- Investigates each violation notice and consent order or judgment;

- Conducts a public hearing for public input with at least a 30-day advance notice to the public;
- Determines that the contractor can adhere to the proposed contract based on demonstrated ability to comply with environmental regulations (e.g., based on performance improvements); and
- Issues its determination in writing and makes the determination publicly available.

We recommend preserving documentation that an investigation was completed.

Conclusion

School officials considering asbestos abatement projects should ensure their contracts comply with statutory requirements. PA 56 also serves as a good reminder that school officials should ensure that they provide required notices to EGLE for asbestos demolition or renovation projects or contractually arrange for the demolition or renovation contractor to provide those notices.



Correction - Clarification

The May 2024 School Law Notes article “Dual Enrollment Refresher – A Maze to College Credits” stated that “[t]he school pays for tuition, course fees, materials fees, and registration fees; it does not pay for textbook costs, parking costs, transportation fees, or activity fees.” This statement is an over-simplification of a very nuanced statutory and regulatory scheme. There are situations in which a school district is responsible for paying for a dually enrolled student’s textbooks.

Although MDE’s Dual Enrollment FAQ states unequivocally that schools must pay for textbooks as part of their obligations to fund “materials,” the State School Aid Act provides that must occur only if the course is taken only for high school credit. If the course is taken for post-secondary credit, reimbursement to the school is contingent upon a variety of factors that are dependent upon individual circumstances. If you have questions about this multidimensional issue, please contact our office.



| Date | Organization | Attorney(s) | Topic |
|-----------------|---------------------------|--|---|
| August 5, 2024 | St. Joseph County ISD | Robert A. Dietzel | Special Education Legal Update |
| August 5, 2024 | Charlevoix-Emmet ISD | Lisa L. Swem | School Law Update |
| August 6, 2024 | MSBO | MaryJo D. Banasik | Employee Leave and Compensation to Start the Year Right |
| August 6, 2024 | MSBO | Philip G. Clark | New Trends in the Law |
| August 6, 2024 | UP Administrators Academy | Robert A. Dietzel | Special Education Legal Update; FBAs & BIPS |
| August 7, 2024 | UP Administrators Academy | Lisa L. Swem | School Law Update |
| August 7, 2024 | Gratiot Isabella RESD | Michele R. Eaddy Erin H. Walz | Title IX Training |
| August 8, 2024 | Wexford-Missaukee ISD | Jennifer K. Starlin | Legal Update and Title IX |
| August 8, 2024 | St. Joseph County ISD | Michele R. Eaddy | School Law Update |
| August 8, 2024 | COPESD | Cathleen M. Dooley | Legal Update |
| August 8, 2024 | Lapeer ISD | Erin H. Walz | Legal Update |
| August 8, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Comprehensive Title IX Training Webinar |
| August 12, 2024 | MAASE | Michele R. Eaddy | You've Learned the Rules and Regulations, Now What? Legal Guidance and Practical Strategies |
| August 12, 2024 | MAASE | Michele R. Eaddy Erin H. Walz | Stranger Things: Special Ed Edition |
| August 13, 2024 | MAASE | Robert A. Dietzel Jennifer K. Starlin | LRE: It's NOT as Easy as 1-2-3 |
| August 14, 2024 | MAASE | Michele R. Eaddy Robert A. Dietzel | Attorney Panel |
| August 15, 2024 | Kent ISD | Michele R. Eaddy Jessica E. McNamara | Legal Issues for SSOs |
| August 16, 2024 | Mecosta-Osceola ISD | Michele R. Eaddy | Special Education Law Update |
| August 19, 2024 | Calhoun ISD | Robert A. Dietzel | Special Education Legal Update |

Schedule of Upcoming Speaking Engagements

Thrun Law Firm attorneys are scheduled to speak on the legal topics listed below.

For additional information, please contact the sponsoring organization.

www.thrunlaw.com/calendar/list

| Date | Organization | Attorney(s) | Topic |
|-----------------------|----------------------------------|--|---|
| August 20, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Comprehensive Title IX Training Webinar |
| August 25, 2024 | Northwest Education Services | Robert A. Dietzel | Section 504 |
| August 28, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Comprehensive Title IX Training Webinar |
| September 4, 2024 | Huron ISD | Robert A. Dietzel | Title IX |
| September 5 & 6, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Policy Implementation Meetings Webinar |
| September 10, 2024 | MASPA | Lisa L. Swem | Employee Investigations |
| September 10, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Comprehensive Title IX Training Webinar |
| October 3, 2024 | Michigan Negotiators Association | Lisa L. Swem | The Bargaining Landscape, Recap of Recent Settled Language |
| October 4, 2024 | Michigan Negotiators Association | Robert A. Dietzel | Legal Update |
| October 4, 2024 | Michigan Negotiators Association | Katherine Broaddus | Educator Shortage Hiring and Retention – Contractual Implications |
| October 4, 2024 | Michigan Negotiators Association | Raymond M. Davis | Bargaining Prohibited, Permissive, Mandatory Subjects – Red Light/Green Light Sample Language |
| October 11, 2024 | Branch ISD | Robert A. Dietzel | Special Education Discipline |
| October 25, 2024 | MASB | Jennifer K. Starlin Cristina T. Patzelt | Public Participation and the OMA |
| December 5 & 6, 2024 | Thrun Law Firm, P.C. | Thrun Attorneys | Policy Implementation Meetings Webinar |
| December 5, 2024 | MASPA | Lisa L. Swem | Is Telework a Reasonable ADA Accommodation? It Depends. |