



LEASOR
CRASS

TRAININGS OFFERED

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“Building a Paper Trail: Effective Documentation for Personnel Issues”

This is a presentation for all administrators on the do's and don'ts of documenting employee performance. Materials include legal issues, current or pending cases, examples/role-play, and forms that can be used to ensure that the expectations are communicated effectively.

“Just Hear Me Out: Fair and Effective Grievance Hearings”

This session teaches principals, supervisors, and central office staff the legal requirements of conducting grievance hearings. Forms are provided to ensure uniformity throughout your district.

“Principal's Academy: How to Conduct an ARD and Not Get Sued”

This comprehensive training delivers sharp, cutting edge legal and practical information to principals, assistant principals and assessment staff on how to conduct an ARD and avoid litigation. This comprehensive training provides real scenarios, addresses potential litigation issues, and leaves your staff confident in how to handle unforeseen circumstances. A comprehensive notebook for participants is provided that is customized for your district's needs.

“ARD, Matey: Avoiding Shipwrecks in Special Education Discipline”

This course expands your administrator's special education knowledge further to address discipline issues of special education students, manifestation ARDs, and legal consequences of failure to adhere to both state and federal law.

“Plainly Lewd or Constitutionally Protected? Dress Codes and Student Speech”

When students wear t-shirts with ambiguously lewd and suggestive slogans, where does local control end and free speech begin? This engaging session prepares administrators to develop and enforce student dress codes that comply with the First Amendment and maintain order and decorum in schools.

“Beware of Mrs. Robinson: Sexual Harassment and Discrimination”

This training is for all supervisors on documentation, reporting requirements and the law regarding both teacher and student variations. An eye-opening look at what you must do to comply with state and federal law. Forms are provided so that the District has a systematic method of investigation and reporting.

“The “B” Word: All You Need to Know About Bullying”

This training is for all administrators on documentation, reporting requirements and the law regarding how to help you avoid claims of failure to investigate. A systematic process with interview and documentation forms to ensure that your district has a non-discriminatory process for investigating all claims of bullying will be provided.

“504 is Not Just an Area Code: Tools and Tricks for Meeting the Needs of §504 Students”

This training for all administrators and campus §504 coordinators ensures that you have a systematic process to avoid claims of disability discrimination. Our firm customizes your forms to your district and teaches the process to your staff about record retention, evaluation and §504 determinations for students.

“It's Not Always Elementary, Watson: Detecting Student Needs with RTI”

This training for all campus administrators provides and teaches a documentation process for all students in RTI. Forms are developed and provided to address Tier I, II and III and so that those charged with instructional leadership have a systematic process to determine if RTI interventions are being delivered in all areas of concern.

FOR CAMPUS ADMINISTRATORS, CENTRAL OFFICE AND SUPERVISORS (CONT'D.)

“You’re Fired! Who Should We Hire Now?”

This training is for all administrators and discusses the do’s and don’ts when you hire and fire employees. The course covers the legal parameters of the various employee contracts used in the school setting, what you can and cannot do in the hiring process with applicants, along with practical tips on how to avoid hiring problem employees. Real world examples of hires gone bad are provided, along with tips on how to best position the district if it is sued following an employee termination.

“Take this Job and Tweet It: Employees and Social Media”

Are you aware of the potential legal issues and problems regarding employee use of social media? What rights do educators have that are related to social media? What rights are provided to all citizens? Why and how are public educators treated differently? This session covers the answers to these questions and more. Learn the best practices for keeping your district off the 10 o’clock news.

“Detectives at the Door: Responding to Subpoenas and Information Requests”

Would you rather do yard work in August than testify in court? Are you unsure what to do if a process server shows up at your school with a subpoena? In this training session, we will share strategies for handling subpoenas and requests for information from law enforcement; tips to navigate subpoenas issued to teachers in student custody battles; exceptions to public information; and best practices for handling information requests.

FOR TEACHERS, PARAPROFESSIONALS AND ALL REMAINING STAFF

“I Came Here to Teach, Not Testify: Top 10 Techniques to Keep You in the Classroom and Out of Court”

Effective teaching, discipline, and documentation can decrease the likelihood that you’ll be dragged into a due process hearing or a lawsuit. This training is riddled with real life scenarios to train staff on potential pitfalls in the provision of FAPE for *all* students. Many districts have used this training as keynote convocation addresses or on scheduled in-service days.

“Information and Integrity: Honoring the Privacy Rights of Students and Staff”

This training can be for any employee or groups of employees including administrators, professional staff, clerical, cafeteria, transportation workers and others. Subjects addressed include confidentiality issues associated with FERPA, emails, custody issues, HIPAA issues, safety issues, criminal issues, educational records, and CPS reporting/investigations.

“Sex, Lies, and Cell Phone Video: Student Discipline and the Law”

This course is designed to look at the new laws and how they affect student discipline. Additional topics include truancy, record retention, and searches of students and their possessions.

FOR SCHOOL BOARD MEMBERS

“Team of Eight”

Working with boards and superintendents to facilitate and develop better relationships to more effectively manage a school district.

“Leadership and the Law: A Trustee’s Role and Responsibilities”

This training covers the roles and responsibilities of board members based on current legal and local policies of each board.

“Vote Yes: Bond Elections and Political Speech”

The Texas Election Code prohibits using school resources to distribute political advertising. Trustees and administrators will learn the difference between “political advertising” and factual information about a proposed school bond, as well as the criminal and civil liability board members, employees, and districts may face under this law.

“Batter Up: What to Strike from Contracts”

Reading all the fine print in some contracts can take more time than watching nine innings of major league baseball. In this session, a school contract lawyer will share the top ten contract terms to strike from district contracts, and some great terms that are the contract equivalent of a home run.

“Are You a Shark or Chum? Do’s and Don’ts in Negotiating and Entering Into Contracts”

This training is for all administrators that may be entrusted to consider, recommend or enter into contracts for their school district. It provides the relevant legal parameters and also gives practical tips on how to negotiate business contracts through the use of real world examples.

“To Sue or Not to Sue? Business Litigation”

This training is for all administrators and discusses how best to avoid litigation against school districts, sovereign immunity, and how to best position the district when it finds it necessary to sue following a dispute. Real world case examples are provided to keep the session entertaining and practical.

“I Say Independent Contractor, IRS Says Employee”

This training is for all administrators and discusses the hiring of workers, the legal tests employed by state and federal agencies to determine whether a worker is an independent contractor or an employee, and the significant consequences that can arise when a designation of worker status is incorrect. Practical tips to avoid the legal consequences are provided, along with real world examples of issues specific to school districts in this area.



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