



AGENDA

WEDNESDAY, SEPTEMBER 10, 2025 – Dress Code: Relaxed

HR 101 (Boot Camp)	09:00 – 03:00	
SORM Overview	09:00 – 10:30	Mitchell Griffin Dir. Claims Operations
FMLA Highlights	10:30 – 11:30	Tonya Williams (CTI)
LUNCH - On Your Own	11:30 – 12:45	All
ADA (Americans with Disabilities Act) Highlights	12:45 – 01:30	Jennifer Bagley (Brazoria) Patrice Smith (Tarrant)
Terminations: Navigating Tough Decisions and Discussions	01:30 – 02:00	Jessica Tipton (Taylor)
BREAK	02:00 – 02:15	All
Review of Expectations	02:15 – 02:45	Tonya Williams (CTI)
Hotel Check-In	04:00	All

THURSDAY, SEPTEMBER 11, 2025 – Dress Code: Business Casual including Jeans

The Legal Corner	08:00 – 02:00	Sarah Glaser Laura Ingram
Principals Lloyd Gosselink Rochelle & Townsend, P.C.		

ADA Updates and Reminders

- ADA Case Law Update

EEOC Update

- Case Law Update
 - Ames v. Ohio: Equal Employment Protections and Guidance on Title VII
- EEOC 2025 Priorities
- Workplace Investigations

DOL / Wage and Hour Update

- Case Law Update
- DOL 2025 Priorities
- FMLA Updates

BREAK

09:45 – 10:00 All

State Law Legislative Update / Personnel Policy Updates

- Legislative Session Update
- Top 3 Personnel Policy Updates for 2025
- Accountability and Meeting Performance Requirements (all levels)



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The Legal Corner (continued)

Principals | Lloyd Gosselink Rochelle & Townsend, P.C.

Sarah Glaser

Laura Ingram

Legal Guidance: General

- AI and Criminal Justice: Pros and Cons of Using AI for Chronos/Narratives and Employee Feedback
- Dress Code Policy

Legal Guidance: White House Executive Orders

- DEI Updates and Impact on CSCDs
- Immigration and DEI Discussions in the Workplace
- New Hire Screening Process for Resident Aliens
- Potential ICE Raids in County Facilities

LUNCH

11:30 – 01:00

All

The Legal Corner: Q&A Session

Principals | Lloyd Gosselink Rochelle & Townsend, P.C.

01:00 – 02:00

Sarah Glaser

Laura Ingram

AI and Criminal Justice

Regent's Professor of Law | Arizona State University

02:00 – 03:00

Dr. Gary Marchant

- What is AI and why is it suddenly everywhere?
- Ethical Issues created by AI
- Legal Applications and Uses of AI
- AI and Privacy
- Future of AI

BREAK

03:00 – 03:30

All

Motivating Your Team

Administrator Professional Development | Windham School District

03:30 – 04:30

Mario Cotton

- How to Motivate with Accountability
- Feedback and Improvement Plans
- Turning Failures into Opportunities
- Celebrating Achievements
- How to Motivate Tenured Employees
- Gratitude and Affirmation



AGENDA

FRIDAY, SEPTEMBER 12, 2025 – Dress Code: Business Casual including Jeans

Best Practice Roundtable	08:30 – 09:45	The Fab Five
<ul style="list-style-type: none"> • Compensation • Complaints and Grievances • Documentation • Dress Code • Employee Engagement (Surveys) • FMLA and Personal Leave of Absence Management • Investigations • Remote Work • Rewards, Recognition, and Retention Programs • Terminations 		
BREAK	09:45 – 10:00	All
TCDRS Manager, Member Services Field Representative	10:00 – 11:00	Cynthia Gonzales
<ul style="list-style-type: none"> • Benefits Overview: How they are earned, vesting, eligibility, beneficiaries, payment options, etc. • Impact of White House Executive Orders on TCDRS Accounts 		
Employee Engagement Activity	11:00 – 12:00	Allen Amey (CTI)
Wrap-Up Input for 2026 Forum ∞ Completion of Training Evaluation Forms	12:00	All

Food for Thought

“Silence is loaded with Answers.”

Important

The CSCD HR Forum does not offer training hours that are directly transferable to SHRM or HRCI recertification credits. Please work with each agency to apply for recertification/training credits.