Welcome to the 2020 Policy Conference!

What a great opportunity this is to network and collaborate with other board members and administrators from across the state to gain additional insight and ideas pertaining to policy in our school districts.

Effective school boards establish policies to aid in decisions regarding instruction, personnel, district finances, federal policies, school operations, safety policies, social media's impact on district legal issues, and more. This conference is designed to provide you with the information and resources needed to maintain a successful school district.

Thank you for being a part of our Policy Conference!

Jan Vaughn  
MSBA Board President

Denotris R. Jackson  
MSBA Executive Director
PROCEDURES FOR EARNING CREDIT:

**September 14th**

**EARLY CONNECTION**

- Sign in online BEFORE the 2:00 p.m. Early Connection Seminar begins.
- REMAIN until the seminar adjourns.

**September 15th**

**SESSIONS**

- Sign in online at least 15 minutes BEFORE the 8:30 a.m. start of the conference.
- In order to participate in each session and receive credit hours, you will need to click **Join** for every session and REMAIN until the session adjourns.
- To earn six (6) hours of credit, you will need to attend all sessions and remain until the conference adjourns.

EARNING CREDIT HOURS for attendance at this conference:

- **Board Members** can earn up to nine (9) continuing education hours
- **Attorneys** can earn up to six (6) hours of CLE credit hours
- **Administrators** can earn five (5) SEMI credit hours
- **Business Officers** can earn up to six (6) CEUs
2:00-5:00 p.m.

RISKY BUSINESS: ANSWERS TO QUESTIONS ABOUT

- Bus Accidents
- On-Campus Accidents
- Legal Transportation of Students
- Student-on-Student Abuse
- Crisis Response
- Improper Use of District Property

Danny Griffith, Partner, Jacks Griffith Luciano, P.A.;
Anissa Young, MSBA Insurance Manager; and
Austin Gilbert, Esq., MSBA Policy Manager

Agenda as of September 8, 2020; Subject to change.

**Earn up to 3 Credit Hours for the Early Connection Seminar!**
Daniel Griffith, Esq.
Danny has practiced law in Cleveland, MS for 30 years. Danny’s litigation practice focuses on state and federal civil litigation for both public and private sector clients. He serves as defense panel counsel with multiple defense carriers, public entity pools, and the Southern States Police Benevolent Association. His federal practice has included appearance as lead counsel in over 250 federal civil cases in the Northern and Southern Districts of Mississippi, primarily defending police officers, school teachers, and local governmental entities. Danny has now appeared in litigation for over half of Mississippi’s 82 Counties and for Mississippi Municipalities from the Delta to the Coast. Danny has argued as lead counsel before the Fifth Circuit Court of Appeals in both New Orleans and Houston.

Anissa Young
Anissa Young joined the Mississippi School Boards Association staff in November 2005, and currently serves as MSBA Insurance Program Manager. She has a B.S. degree from Northeast Louisiana University and an M.S. from Mississippi State University. She has a background in health and safety compliance gained from her time spent working for International Paper Company.

Currently, Young is serving as secretary of the MS Workers’ Compensation Commission Advisory Council and represents the MSBA Workers’ Compensation Trust on the Board of the Mississippi Association of Self-Insurers.

Austin Gilbert, Esq.
Austin Gilbert has served as the Mississippi School Boards Association’s Manager of Policy Services since 2018. He is a graduate of the University of Southern Mississippi and received his law degree from the Mississippi College School of Law in 2016. Before coming to MSBA, Austin was a staff attorney for the Mississippi Department of Child Protection Services in both their policy and termination of parental rights divisions. He is a lifelong Mississippian having lived in Quitman, Hattiesburg. He now lives with his wife Krissy in Brandon.
8:30 a.m. WELCOME & INTRODUCTION  
Jan Vaughn, President, MSBA Board of Directors

8:35 a.m. LEGISLATIVE SESSION OVERVIEW  
Delbert Hosemann, Lt. Governor, State of Mississippi

8:50 a.m. OVERVIEW OF LEGISLATION IMPACTING SCHOOL DISTRICTS  
Pete Smith, Chief, Communications and Governmental Relations, Mississippi Department of Education; and Austin Gilbert, Esq., MSBA Policy Manager

9:20 a.m. POLICY ISSUES DUE TO COVID-19 AND NEW LEGISLATION  
Austin Gilbert, Esq., MSBA Policy Manager

10:00 a.m. KEEPING STUDENTS SAFE ONLINE  
Adam Griffin, Esq., Adams and Reese, LLP

10:30 a.m. BREAK

10:45 a.m. TITLE IX  
Jim Keith, Esq., MSBA General Counsel, and Partner, Adams and Reese, LLP  
Elizabeth Maron, Esq., Partner Adams and Reese, LLP
11:30 a.m. COVID-19, COMMUNICABLE DISEASES, AND IMMUNIZATIONS  
Dr. Thomas Dobbs, State Health Officer, Mississippi State Department of Health

12:15 p.m. LUNCH

1:00 p.m. UNDERSTANDING MISSISSIPPI ETHICS LAWS  
Tom Hood, Esq., Executive Director and Chief Counsel, Mississippi Ethics Commission

2:00 p.m. BREAK

2:15 p.m. CRISIS COMMUNICATION  
Cory Uselton, Superintendent of Education, DeSoto County Schools

3:15 p.m. DISCIPLINE ISSUES: DISCIPLINARY RECORDS AND THE HEARING PROCESS  
Jim Keith, Esq., MSBA General Counsel, and Partner, Adams and Reese, LLP

4:00 p.m. ADJOURN

Agenda as of September 8, 2020; Subject to change.

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Stay Connected!

1. Tap the "Apple" or "Google Play Store" on your smartphone.
2. Click the search button and type in "MSBA."
3. Click "Install" or "Get app," and your new app will download.
Lt. Governor Delbert Hosemann

The Honorable Delbert Hosemann was elected in November 2019 to serve as Mississippi’s 33rd Lieutenant Governor. Previously, he served as Secretary of State. Lt. Governor Hosemann is committed to serving the public with open and fair government. During his campaign, he advocated for increasing transparency in State government, supporting small businesses, shoring up Mississippi’s roads and bridges, providing better access to quality healthcare, and ensuring every child has access to a high quality public education. As the new leader of the 52-member State Senate, he remains committed to making Mississippi an even better place for our children and grandchildren.

Dr. Thomas Dobbs

Thomas Dobbs, MD, MPH, is the State Health Officer for the Mississippi State Department of Health (MSDH). He has been providing Mississippi residents with important COVID-19 updates. Dr. Dobbs previously served at MSDH in the roles of District Health Officer and State Epidemiologist. He holds a Doctorate of Medicine and a Master’s in Public Health from the University of Alabama at Birmingham. He is Board Certified in Internal Medicine and Infectious Diseases. Prior to joining the Department of Health, Dobbs worked as an Internal Medicine and Infectious Diseases physician in Laurel and Hattiesburg, Mississippi. He is a member of the Mississippi State Medical Association and the Infectious Diseases Society of America, and is an Associate Professor at the UMMC School of Population Health. Dr. Dobbs became State Health Officer in 2018.

Pete Smith

Pete Smith currently serves as Chief of Government Relations and Communications for the Mississippi Department of Education (MDE). Prior to joining MDE Smith served as Governor Haley Barbour’s press secretary. Smith is a Mass Communications graduate of Mississippi College (MC). He began his career as sports information director at MC, subsequently working for four years as communications director for (then) State Auditor Phil Bryant. Smith also is past president of the Public Relations Association of Mississippi (PRAM) and of PRAM Central.

Jim Keith, Esq.

Attorney James A. Keith, a partner with Adams and Reese, LLP, specializes in education and administrative / employment law. He is a widely regarded expert both nationally and locally on special education matters in public school systems. He often represents school districts in state and federal courts on student matters related to the Individuals with Disabilities Education Act and §504 of the Rehabilitation Act of 1973. Keith serves as a board attorney for several Mississippi school districts and as a resource for superintendents and school boards across the state. He earned a degree in electrical engineering from Mississippi State University and a juris doctorate degree from the University of Mississippi, where he served as Managing Editor of the Mississippi Law Journal.
Cory Uselton
Cory Uselton began serving as Superintendent of Education for DeSoto County Schools in January 2016. Mr. Uselton served as a high school teacher and basketball coach for ten years prior to becoming a school administrator. While serving as a high school principal, Mr. Uselton was recognized as the 2013 Administrator of the Year for the First Congressional District of Mississippi, and he was named the 2015 Mississippi High School Principal of the Year by the National Association of Secondary School Principals. He was also recognized by the University of Mississippi as the recipient of the Andrew “Ike” Mullins Award for excellence in educational leadership.

As superintendent, Mr. Uselton has represented DeSoto County on the regional and state level by serving on the Superintendents’ Advisory Council for the Mississippi Department of Education, by serving as President of the Mississippi Association of School Administrators, and by serving as Vice-Chairman on the Board of Trustees for Northwest Mississippi Community College.

Tom Hood
Tom Hood is Executive Director and Chief Counsel for the Mississippi Ethics Commission where he has worked since 2003. Prior to being promoted to Executive Director in 2006, Mr. Hood served as assistant director and counsel. During his tenure as executive director, Mr. Hood helped draft the Ethics Reform Act of 2008. Previously, Mr. Hood practiced law in the private sector and worked as a prosecutor on white-collar crime, insurance fraud, and government corruption cases.

Mr. Hood received his law degree from the University of Mississippi School of Law and a bachelor of arts degree in history from Millsaps College.

Adam Griffin, Esq.
Adam Griffin, Esq., is currently an Associate with Adams and Reese, LLP. His practice focuses primarily on civil litigation, including large and complex cases for national clients. His advisory work includes work related to data privacy and security. Adam is well-positioned to counsel clients on matters in cyber liability, data privacy, and security fields due to his educational background in business information systems and career background in insurance coverage litigation. Adam also represents a host of educational institutions in litigation and works with schools on various issues at the intersection of law and technology. He has received the International Association of Privacy Professionals (IAPP) designation as a Certified Information Privacy Professional.
Taking the Proactive Role in Student Discipline

Do you want to learn how to become more proactive regarding student discipline? Let Attorney Jim Keith help you plan a discipline strategy that works. Current issues in discipline and workable solutions will be shared.

WHO SHOULD ATTEND:
 Principals, Superintendents, School Board Members, School Board Attorneys

Family Medical Leave Act:
General Leave Issues

The Family Medical Leave Act (FMLA) is an extensive and often confusing law. Is it any wonder you find yourself second-guessing your decisions? This seminar, divided into two classes, will provide a basic understanding of FMLA during the morning and a more advanced session in the afternoon. Get the practical, applied facts that will keep your district out of trouble.

WHO SHOULD ATTEND:
 School Business Officers and Other Business Officials, Human Resource Directors, Superintendents, School Board Members

Education Employment Procedures Law

Does the Education Employment Procedures Law (EEPL) leave you confused and searching for answers? This seminar will reveal best practices for reducing legal liabilities related to termination notices, employee contracts, and revocation/suspension of teacher and administrator licenses for sexual misconduct. You will also explore personnel contracts and how to better determine job descriptions. Learn what you need to know about EEPL and how you can avoid common mistakes.

WHO SHOULD ATTEND:
 School Board Members, Superintendents and Key Central Office Administrators, School Board Attorneys, Principals

Fair Labor Standards Act:
Wage and Hour Issues

When it comes to something as important as employee wages, you cannot afford a mistake that may cause an investigation by the Department of Labor or a costly lawsuit from an employee. This seminar will clarify the latest decisions and applications of the Fair Labor Standards Act. Learn from court decisions and hear examples of cases that have cost other organizations plenty while exploring various employee classifications.

WHO SHOULD ATTEND:
 Superintendents and Key Central Office Administrators, School Business Officers and Other Business Officials, Principals, School Board Members
IMPROVING THE LIVES OF ALL CHILDREN

Bailey Education Group is Mississippi’s premier education consulting company with a proven track record of improving children’s lives. We offer virtual and distance learning, coaching services and professional development, which can be customized group training.

**Bailey Education Group Results**
In 2019, we worked in over 300 schools, 61 of which had a rating of “D” or “F”. 95% of students in these schools come from high poverty. Supported by our partnership, these schools achieved dramatic results:

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Percentage of Failing Schools that Experienced Success
A New K–6 Literacy Program

Scholastic Literacy™ is a comprehensive K–6 program offering educators whole-class, small-group, and independent learning instruction with authentic and culturally relevant literature, integrated writing, and digital resources to ensure that students develop the skills they need to be lifelong independent readers, writers, and critical thinkers.

For more information, please contact Account Executive Jalynn Davis-Jones:
JDavisJones@scholastic.com • 225.236.8788

NEW!
Education professionals deserve a specialist.

You take care of your people. We know. Your teachers and staff work hard—pulled in all directions. You search for partners who ease your workload and worry, while giving your colleagues guidance and support. For more than 55 years, the education community has turned to us for employee benefits, education and enrollment they can trust. Maybe you should, too? Consider American Fidelity for a different opinion.

Help is here.
- Year-Round Benefits Enrollment Support
- Employee Benefits Education
- Customized Benefits Websites
New Services!

MSBA now offers electronic meetings, website development, branding, customized communication services and more!

OAGENDAS
Online electronic board meetings save you time and money and give you access to board documents from any device with one tap!

Website Development
Fully designed and customized websites. Built to serve your district/school needs. Complete with built-in calendars, event schedules, courses, and fully ADA compliant.

Brand Development
Logo and brand development. This includes custom and one-of-a-kind logos created specifically for your district and schools. Uniform and consistent messaging with color schemes.

Communication Strategies
Customized industry-proven strategies that help you to effectively communicate, monitor, and engage with your audience. These strategies are aimed at building trust within your local school district while changing the narrative to reflect your district’s standards.

District Salary Studies
A Salary Study takes a comprehensive examination of the salaries of common school district positions. The Salary Study is customized by district. The study can include a review and comparison of districts with similar demographics.

Poverty Simulation
A Poverty Simulation offers a sobering glimpse into the day-to-day realities of families living in poverty. In three hours, you experience a month in poverty, taking on the identity of a family facing the complex challenges of a limited income.

Whole Board Training
Earn required training credits without leaving your district. Let MSBA tailor a Whole Board Training to meet the specific needs of your board and superintendent team. Boards determine the date and time of their leadership team training!

We're Here For You!

msbaonline.org
7 WAYS OAGENDAS IS OH SO GREAT!

DEVELOPED SPECIFICALLY FOR MISSISSIPPI SCHOOL BOARDS

1. Upload and compile your agenda, minutes, and board packets with ease.
2. Distribute meeting materials in just a few clicks.
3. Access board documents from any device, anywhere around the world!
4. Search current and past board meeting documents.
5. Make record-keeping quick and efficient.
6. Save time and money (reduced cost of $1500)! Annual fee is $500 less than other electronic meeting programs.
7. Ongoing technical support.

OAGENDAS.COM
Do you understand the challenges some of your students & their families face?

Mississippi ranks among states with the highest poverty rates in the nation. Poverty impacts school districts daily. Does your staff really understand what it’s like for a child struggling to focus at school while worrying if he or she will have food to eat when he or she gets home? Do they understand the challenges your students and their families face? Caring teachers and a high-quality education may be their last hope to escape the stifling cycle of poverty.

What is the Poverty Simulation?
A Poverty Simulation offers a sobering glimpse into the day-to-day realities of families living in poverty. In three hours, you experience a month in poverty, taking on the identity of a family facing the complex challenges of a limited income. You will confront the chaos, fear, and frustration that can accompany everyday tasks such as seeing a doctor or cashing a check. The simulation culminates in a guided debriefing session, engaging participants in the difficult, honest conversations necessary not only to build awareness and empathy, but also to foster improvements in the way we work with and for our neediest students.

A POVERTY SIMULATION CAN:

CHALLENGE stereotypes!
CHANGE attitudes!
SHIFT perspectives!
SPARK critical conversations!
INFLUENCE Policy!

What You Do:
• Select participants and volunteers
• Provide venue
• Assist with facility setup and breakdown

What We Do:
• Lead the simulation
• Distribute and collect simulation materials
• Facilitate the group debriefing

Requirements:
• 30-80 participants
• Approximately 20 volunteers
• Large room (approximately 3,000 square feet)

For more information on how to set up a training simulation in your district, contact Mamie Lilley (mlilley@msbaonline.org) at MSBA.
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We’re Here For You!
mission

"To ensure quality school board performance through Advocacy, Leadership Training, Technical Assistance and Information Dissemination."

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601. 924. 2003
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