

**Wednesday - Friday, February 29 – March 2, 2012**  
**Sheraton Harrisburg Hershey Hotel**  
**Register Now!**

**Conference Highlights**

**Wednesday, February 29**

7:30 a.m. – 3:00 p.m.      Registration

8:30 a.m. – 10:00 a.m.      ***Employment Status, Tenure and Certification: When They Are Related and When They Are Not***

John Knebl, PASPA consultant and well-respected leader in school human resources administration, will discuss and explain the relationship, or lack thereof, between employment status, tenure and certification.

10:00 a.m.–noon              Exhibitor's Open

10:15 a.m.–11:45 a.m.      ***Negotiation Trends***

Michael A. Palombo, Esq., Campbell Durrant Beatty Palombo & Miller, P.C., will share with us the latest trends in negotiations in Pennsylvania. Michael A. Palombo is a shareholder practicing in the areas of labor and employment, municipal law/school law, administrative law and appellate law and representing both public and private employers in matters relating to labor relations, collective bargaining negotiations, personnel and human resources consultation, employment discrimination, wage and hour disputes, claims of discrimination and other general employment matters. Michael has participated in administrative proceedings before the National Labor Relations Board, the Pennsylvania Labor Relations Board, and various state agencies. He serves as chief labor negotiator for a number of public and private sector clients.

Noon–1:30 p.m.  
**Lunch**                      ***26<sup>th</sup> Annual Conference Opening Luncheon***

Welcome and Introductions, Bob Reger, PASPA President

Announcements and Program Updates, Dr. Jim Antis, Executive Director

Luncheon Speaker: Ron Cowell, Member (D), Retired, served as a member of the Pennsylvania House of Representatives for twenty-four years until 1998. While in the Legislature, he served as the majority or minority chair of the House Committee on Education for twelve years. He also served for twelve years as a member of the Pennsylvania State Board of Education and for twenty years as a board member of the Pennsylvania Higher Education Assistance Agency (PHEAA). Since January 1999, Ron Cowell has been the president of The Education Policy and Leadership Center (EPLC), an independent, non-partisan and not-for-profit organization based in Harrisburg. He is an experienced policy leader who also is a frequent speaker, writer and consultant concerning education policy issues.

1:30 p.m.–3:30 p.m. ***Keynote Speaker - Crossing the Generational Divide in Education - Unlocking the Power of Generations to Best Serve Today's Students***

Preston Swincher, from the Center for Generational Kinetics, brings a powerful, humorous and thought-provoking message on Generation Y and bridging the generations in the work and marketplace.

- Recognize the value each generation brings to education
- Learn how to communicate across all four generations in education
- Drive student engagement by leveraging generational strengths and differences

For the first time ever, four distinctly different generations are working side by side in education. This unprecedented generational convergence is creating all kinds of new challenges—from communication and teamwork to student engagement. Hidden within this emerging challenge is a tremendous opportunity to leverage each generation's strengths and differences to best serve today's students.

3:30 p.m. – 4:30 p.m. Exhibitor's Open

5:30 p.m. – 8:00 p.m. **Annual PASPA Awards Dinner**

Musical entertainment will be provided by the Capital Area School for the Arts.

#### Thursday, March 1, 2012

7:30 a.m.–3:00 p.m. Registration

8:00 a.m.–8:30 a.m. **Annual Business Meeting**

8:30 a.m.–5:00 p.m. Exhibitor's Fair Open

8:30 a.m.–10:00 a.m. ***Rap Sheet 101***

What do you do with an employee who was arrested but not convicted? Confused by the rap sheet in front of you? Do you still have questions pertaining to Act 24? Attorney Emily Bristol of Andrews & Beard will help us decipher rap sheets and will walk us through the new requirements of Act 24. Join us as Emily helps to clarify criminal history reports dated after 9/27/11. Emily L. Bristol is an associate at Andrews & Beard Law Offices. She concentrates her practice in the areas of labor and employment law, and education law.

10:15 a.m.–noon **Technology/Social Media**

Cole Camples is the Director of Education Technology Services for Penn State University. In this role, he guides the University in its commitment to teaching and learning with technology. Additional information regarding specifics of his conference presentation will be forthcoming.

12:15 p.m.–2:00 p.m. ***Maximizing Your Membership Benefits***

## Lunch

Judi Boren, PASPA Communications and Past President, will review the member benefits section of the PASPA website, and also tell you how you can get the most from your PASPA membership.

### ***Politics as Usual!***

Dr. G. Terry Madonna, Director, Center for Politics and Public Affairs at Franklin and Marshall College, will educate and entertain us with his informed and light hearted interpretation of current political events and how those events contribute to shaping our careers and our daily lives.

---

### 2:15 p.m.–4:00 p.m. ***Harassment in the Gray Areas – Prevention and Correction***

Jonathan A. Segal will present this highly interactive seminar which emphasizes the “gray areas” where good people with no bad intent sometimes engage in problematic conduct nonetheless. It explores not only sexual but also, racial, ethnic and other forms of unlawful harassment. The seminar also provides guidance on the affirmative responsibilities of supervisors that go beyond simply refraining from inappropriate conduct, for example, when and how to report complaints and how to ensure that avoiding retaliation. The seminar is modeled after a training program created by Jonathan that was the focus of a television program, “The Sexual Harassment Quiz”, produced by WHYY (Philadelphia) and broadcast on more than 200 local PBS stations. Jonathan has delivered the Harassment QuizSM at national, state and local human resources, legal and business conferences, as well as to hundreds of employers throughout the country. Jonathan A. Segal is a prominent labor attorney and partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. His employment practice focuses on preventive counseling, training and policy development; employment contracts, agreements, and manuals; labor relations, adversarial proceedings and government investigations.

---

### 4:15 p.m.–5:15 p.m. **Exhibitor’s Fair and Prize Drawings!**

---

## **Friday, March 2, 2012**

7:30 a.m.–9:00 a.m. Registration

### 8:30 a.m.–11:30 a.m. ***Hot Topics and a Certification Update from the PDE***

Theresa Barnaby, PDE Director of Education, Bureau of School Leadership and Teacher Quality, will update us on changes being both implemented and contemplated at the Bureau. From certification and evaluations to CSPGs, PIMS, TIMS and PILS, Theresa and representatives from PDE will answer your questions and address your issues and concerns.