

# 2024 VIRTUAL WINTER RETREAT

February 26-27, 2024

# PACE

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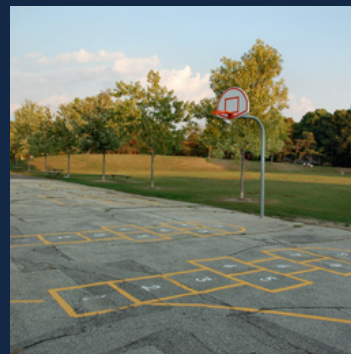
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# WELCOME

Dear HR Colleague,

Welcome! It's with great pleasure that we come together for OSPA's Winter Retreat ready to learn, lean into change, and grow.

As we move through February, I'd like to take a moment in honor of National Black History Month. It's crucial to recognize that black history is integral to our collective history. In our ongoing efforts to foster diversity within Oregon's educator workforce, we must remain dedicated to enlightenment, education, and the relentless pursuit of progress. In the everlasting words of Maya Angelou, "Do the best you can until you know better. Then when you know better, do better."

Your presence at this year's Winter Retreat is a testament to your unwavering commitment to growth and advancement. It is your participation that enriches our community and contributes to its vibrancy and resilience.

A special acknowledgment goes out to our sponsors whose generous support enables us to curate an exceptional agenda filled with opportunities for professional growth and meaningful connection.

Thank you for your invaluable contribution to the thriving and resilient OSPA community.

With gratitude,



**Marsha Benjamin Moyer, pHCLE**

*OSPA Education & Leadership  
Training Director*

503-881-8895  
moyerospa@gmail.com



## 2024 VIRTUAL WINTER RETREAT

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### SAVE THE DATES:

**EAC's Grow Your Own Summit**  
February 29, 2024

**HrELP Leading from the HR Director  
Position VIRTUAL**  
Apr. 9, 23, 30 & May 7, 14, 28, 2024

**OPEF at the Oregon Convention  
Center, Portland**  
Apr. 10, 2024

**OSPA Spring Conference**  
May 19-21, 2024

**HrELP Oregon Law Course VIRTUAL**  
July 8-11, 2024

**OSPA Summer Retreat**  
July 28-30, 2024

**OSPA Fall Summit**  
Sept. 29, 30 & Oct. 1, 2024

[CLICK HERE TO ACCESS CONFERENCE MATERIALS](#)

# What does it cost you to replace a full-time employee?

Partner with us to help educate and retain your people.

- ✓ Customized Benefits
- ✓ Employee Benefits Education
- ✓ Open Enrollment Administration

We believe that when employees understand their total compensation, they're less likely to move employers. American Fidelity delivers on-site benefits education and answers employee benefits questions year-round, so you don't have to.

Scan to find out how we can help!

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We can help!  
Contact me today.

[paul.curran@americanfidelity.com](mailto:paul.curran@americanfidelity.com)  
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**AMERICAN FIDELITY**   
a different opinion

# PRESENTERS

(In Order of Appearance)



**Dr. Tim Yeomans**  
OSPA Executive Director



**Nathan Voelsch**  
OSPA Board President



**Marsha Benjamin Moyer**  
OSPA Education &  
Leadership Director



**Laura Ayala**  
Paid Leave Oregon



**Sarah Ambrosek**  
Paid Leave Oregon



**Tiffany Ray**  
Paid Leave Oregon



**Jeff Burgess**  
Paid Leave Oregon



**Michael Miller**  
Legal Counsel, OSBA



**Tonyia Brady**  
Legal Counsel, OSBA



**Therese Holstrom**  
Senior Assistant  
Legal Counsel, OSBA



# Your Key to Filling Staff Absences with Quality Substitutes

- ✔ Higher Fill Rates
- ✔ Proactive Recruiting
- ✔ Comprehensive Training
- ✔ Unmatched Local Service



Experience the Edustaff Advantage:

**14+**

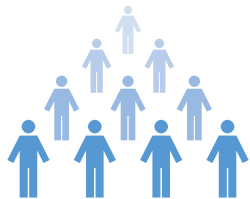
Years in Business

**600+**

Districts Served

**52k+**

Employed Substitutes



Over 99% client retention rate



Over 50 school district partners in Oregon



**Edustaff**

**Improve substitute staffing with Edustaff.**

Join the hundreds of K-12 districts that have made the switch. When you partner with Edustaff, we'll help solve your substitute shortage, reduce your workload, and support your schools with better fill rates.

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**(503) 330-2222**  
[edustaff.org](http://edustaff.org)

# PRESENTERS

(In Order of Appearance)



**Scott Florsheim**  
American Fidelity



**Melissa McDuffey**  
American Fidelity



**Emily Young**  
American Fidelity



**Rachel Wente Chaney**  
High Desert School District



**Steve Langford**  
Beaverton School District



**Brian Hungerford**  
Hungerford Law Firm



**Michael Porter**  
Miller Nash LLP



**Jackie Gharapour  
Wernz**  
Thompson & Horton



**Rebekah Jacobson**  
Garrett Hemann  
Robertson P.C.



**Susan Rodriguez**  
Beaverton School District



# High-Quality Substitutes at Lightning Speed!



## **Takes Just 10 Days from Hire to Working in Your Schools**

Our size, state connections, and access to TSPC and ODE allow us to speed up the hiring process.



## **6 Hours of Training Before Entering the Classroom**

ESS provides more hours of training because we always put quality first, no matter how fast we move.



## **Health Benefits from Day 1**

Health coverage from day one of employment, leveraging our company's size to quickly provide substitutes the benefits they need.

We're the fastest and the best substitute solution in Oregon. If you need quality, engaged substitutes in your classrooms, contact us today to hear how ESS can bring speed of service to your district.

**Aaron Nudelman, Director of Business Development**  
**[ANudelman@ESS.com](mailto:ANudelman@ESS.com) | [971.282.2353](tel:971.282.2353) | [ESS.com](http://ESS.com)**



## **About ESS**

ESS is the nation's leading provider of full-service substitute personnel and management solutions to K-12 districts. The company was founded 23 years ago to provide administrative relief and high-quality substitutes. For the past 10 years, we have been providing Oregon districts with customized programs, more time and resources, and, most importantly, more substitutes in classrooms.





**2024 VIRTUAL Winter Retreat  
AGENDA-AT-A-GLANCE  
Monday, February 26, 2024**

TIME	EVENT/PRESENTER(S)/SPONSORS
8:00 AM – 8:30 AM	<p style="text-align: center;"><b>OPENING REMARKS</b></p> <p style="text-align: center;">SPONSORED BY </p> <p style="text-align: right;"><b>Tim Yeomans, Nathan Voelsch &amp; Marsha Benjamin Moyer</b></p>
8:30 AM – 10:30 AM	<p style="text-align: center;"><b>EVERYTHING YOU WANTED TO KNOW ABOUT PAID LEAVE OREGON, AND WAS AFRAID TO ASK</b></p> <p style="text-align: center;">SPONSORED BY </p> <p style="text-align: right;"><b>Laura Ayala, Sarah Ambrosek, Tiffany Ray &amp; Jeff Burgess</b></p>
10:30 AM – 11:00 AM	<p style="text-align: center;"><b>NETWORKING BREAK</b> Visit virtually with Sponsors</p>
11:00 AM – 12:00 PM	<p style="text-align: center;"><b>WHERE ARE WE NOW? A LOOK BACK AT 2023 HOT TOPICS IN SCHOOL LAW</b></p> <p style="text-align: center;">SPONSORED BY </p> <p style="text-align: right;"><b>Michael Miller, Tonyia Brady &amp; Theresa Holmstrom</b></p>
12:00 PM – 1:00 PM	<p style="text-align: center;"><b>LUNCH</b> Visit virtually with Sponsors</p>
1:00 PM – 2:00 PM	<p style="text-align: center;"><b>WHAT IS THE NEXT FOCUS FOR PAID LEAVE</b></p> <p style="text-align: center;">SPONSORED BY </p> <p style="text-align: right;"><b>Scott Florsheim, Melissa McDuffey, &amp; Emily Young</b></p>
2:00 PM – 3:30 PM	<p style="text-align: center;"><b>EXPLORING GENERATIVE AI</b></p> <p style="text-align: center;">SPONSORED BY </p> <p style="text-align: right;"><b>Rachel Wentz Chaney &amp; Steve Langford</b></p>



Lead your  
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with **confidence!**



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**2024 VIRTUAL Winter Retreat  
AGENDA-AT-A-GLANCE  
Tuesday, February 27, 2024**

TIME	EVENT/PRESENTER(S)/SPONSORS
8:30 AM – 9:30 AM	<p><b>EMPLOYEES ATTENDANCE: IS THERE AN ISSUE?</b></p> <p>SPONSORED BY  <b>frontline</b> education.</p> <p><b>Brian Hungerford</b></p>
9:30 AM – 10:30 AM	<p><b>ELECTION YEAR: SPECIAL REPORT – POLITICS IN THE WORKPLACE</b></p> <p>SPONSORED BY  <b>UPBEAT</b></p> <p><b>Michael Porter</b></p>
10:30 AM – 11:00 AM	<p><b>NETWORKING BREAK</b> Visit virtually with Sponsors</p>
11:00 AM – 12:00 PM	<p><b>IMPLEMENTATION OF A BIAS INCIDENT RESPONSE PROCESS</b></p> <p>SPONSORED BY  <b>PowerSchool</b></p> <p><b>Jackie Gharapour Wernz</b></p>
12:00 PM – 1:00 PM	<p><b>LUNCH</b> Visit virtually with Sponsors</p>
1:00 PM – 2:30 PM	<p><b>IMPLEMENTING LAYOFFS: A CLOSER LOOK AT CULTURAL &amp; LINGUISTIC EXPERTISE PROVISIONS</b></p> <p>SPONSORED BY  <b>PensionPortal.com</b></p> <p><b>Rebekah Jacobson &amp; Susan Rodriguez</b></p>
2:30 PM – 3:00 PM	<p><b>CLOSING REMARKS   PRIZES AWARDED BY OUR SPONSORS</b></p>



# Teacher Engagement Survey

## Capture Data for Continuous Improvement

Targeted data collection and consulting to help improve school culture and increase teacher retention



- ✓ Developed by experts based on comprehensive analysis of teacher turnover data and overall employee engagement findings
- ✓ Easy to implement and access robust reporting analytics
- ✓ Guidance from a leadership coach to help develop a customized action plan

“I have principals asking about future survey administrations with Upbeat. Our principals are excited about the survey, and principals and staff are invested in the growth. As a district, we were able to use Upbeat’s data to inform our strategic plan, and, on a school-level, we were able to understand what is happening on each campus.”

**Lenichtka Reed, Director of Human Resources,  
Tigard-Tualatin School District 23j**



Dear HR Colleague,

Thank you for coming together to join us at OSPA's 2024 Virtual Winter Retreat. Your dedication to professional learning and growth is what makes OSPA a thriving community of successful HR Professionals!

Oregon School Personnel Association (OSPA) is a vibrant membership organization serving as a statewide hub to empower Oregon's K-12 HR Professionals with knowledge, networking, and resources. OSPA members enjoy exclusive benefits designed to accelerate professional growth, including discounted rates for OSPA events.

We are pleased to announce OSPA's upcoming 2024 professional development events focused specifically on topics relevant to HR in the Oregon public education sector:

- Thursday, February 29, 2024 – EAC's Grow Your Own Summit
- Apr. 9, 23, 30 & May 7, 14, 28, 2024 – OSPA HrELP Course: Leading from the HR Director Position
- Apr. 10, 2024 **WEDNESDAY** – OPEF at the Oregon Convention Center, Portland
- May 19-21, 2024 – OSPA Spring Conference, Sheraton Portland Airport
- July 8-11, 2024 **VIRTUAL**– OSPA HrELP Course: Oregon Laws
- July 28-30, 2024 – OSPA Summer Retreat, Portland, OR
- September 29, 30 & October 1, 2024– OSPA Fall Summit, Portland, OR

To learn more about OSPA membership and professional development opportunities, please visit [ospa.k12.or.us](https://ospa.k12.or.us) or feel free to contact me.

Thank you again for sharing your time with us!

Best regards,



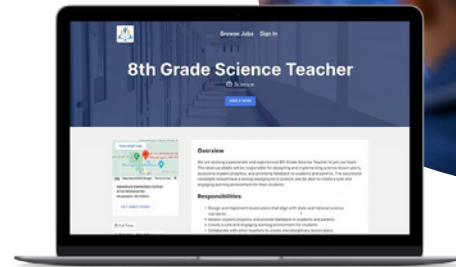
**Dr. Tim Yeomans**  
*OSPA Executive Director*  
253-509-2830  
[ospadirector@gmail.com](mailto:ospadirector@gmail.com)



# Introducing: Red Rover Hiring

## Does this sound familiar?

Applicants struggle to navigate archaic systems, and hiring teams are run ragged, posting jobs and trying to keep track of where applicants are in the process within siloed systems that aren't designed for the way education hiring works.

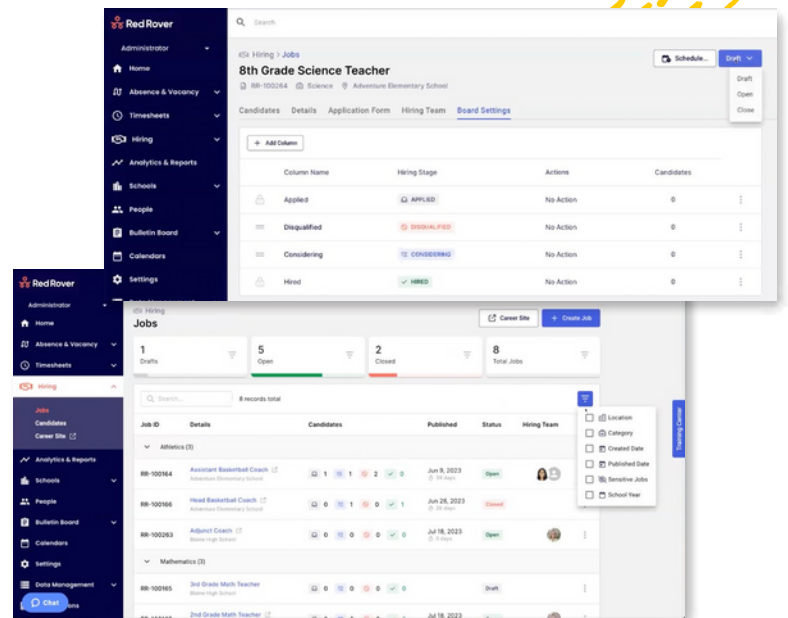


## That ends now with Red Rover Hiring.

Red Rover proudly presents our newest offering, a modern talent-hiring solution that's a win for both applicants and administrators. With an intuitive interface, customizable workflows, features designed specifically for consortiums, and unparalleled support, Red Rover Hiring will save you time, money, and frustration.

## Designed & Built for Education

Red Rover is proud to be the first (and only) education hiring platform custom-built to integrate with absence management and time tracking tools for a comprehensive solution.



## CONTACT US

Jim O'Halloran

johalloran@redroverk12.com

www.RedRoverK12.com



# ospo HrELP COURSES

Empowering HR Professionals  
to Shape the Future  
of K-12 work

[ospa.k12.or.us/courses](https://ospa.k12.or.us/courses)



A comprehensive K-12 HR  
program for professionals  
aspiring to excel

HrELP COURSES	COURSE DESCRIPTION
<p>In-Field Learning through OSPA Professional Development Events</p> <p><b>YEAR-LONG</b></p>	<p>This cost of this course includes the registration fees for the following events:</p> <ul style="list-style-type: none"> <li>• October– OSPA Fall Summit</li> <li>• February– OSPA Advanced HR Winter Retreat</li> <li>• April– OSPA Spring Conference</li> </ul>
<p>Oregon Laws &amp; Requirements</p> <p>July 8-11, 2024 VIRTUAL</p>	<p>Take a deep dive into Oregon-specific topics including, and not limited to:</p> <ul style="list-style-type: none"> <li>• Compliance with State &amp; Federal Legal Requirements</li> <li>• Workers' Compensation</li> <li>• Employee Orientation</li> <li>• Human Resources Records</li> <li>• Performance Management</li> <li>• Disciplinary Standards</li> </ul>
<p>Strategic Staffing, Talent Management &amp; Development</p> <p>Oct./Nov 2024 VIRTUAL</p>	<p>Take in a wide range of topics including, and not limited to:</p> <ul style="list-style-type: none"> <li>• Workforce Planning</li> <li>• Human Resource Branding</li> <li>• Sourcing &amp; Recruiting</li> <li>• Selection &amp; Placement</li> <li>• On-boarding</li> <li>• Professional Development</li> <li>• Evaluation</li> <li>• Career Ladders &amp; Succession Planning</li> </ul>
<p><b>NEW COURSE!</b></p> <p>Leading from the HR Director Position</p> <p>Apr. 9, 23, 30 &amp; May 7, 14, 28, 2024 VIRTUAL</p>	<p>For experienced HR Directors or HR Professionals who have completed OSPA's HrELP series. Key learning objectives include:</p> <ul style="list-style-type: none"> <li>• Maximizing working relationships to harness the power of communication and collaboration</li> <li>• Enhancing efficiency by identifying bottlenecks and strategies to optimize operations</li> <li>• Strengthening financial acumen in the areas of budgeting, resource allocation and planning</li> <li>• Securing essential funding to create positive impact through HR initiatives</li> </ul>
<p>Performance Excellence, Culture &amp; Total Rewards</p> <p>Jan./Feb. 2025 VIRTUAL</p>	<p>Find a comprehensive view of the following topics, plus more:</p> <ul style="list-style-type: none"> <li>• Stakeholder Engagement</li> <li>• Compensation &amp; Benefits</li> <li>• Rewards &amp; Recognition</li> <li>• Organizational Climate</li> <li>• Strategic Planning &amp; Visioning</li> <li>• Customer Focus</li> <li>• Performance Metrics</li> <li>• Process Improvement</li> </ul>

# Recruit, retain, and support talented teachers to drive student success and power better outcomes.

**Only PowerSchool provides unified solutions  
to help HR teams support teachers.**

Unlock potential to help teachers and students thrive with a modern, integrated solution for talent management. Find and hire the right teachers faster, support them with worry-free digital onboarding and contracts, and help them grow their skills for improved educator effectiveness with PowerSchool's Educator Recruitment Cloud and Educator Effectiveness Cloud.

 **Powering  
Brighter  
Futures**

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# CERTIFICATE OF PARTICIPATION

This certificate is presented to you  
for having engaged in professional during

## OSPA 2024 Virtual Winter Retreat

February 26-27, 2024

10.0 CPD Units Award • pHCLE Activity ID 188282

*Marsha Benjamin Moyer*

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Marsha Benjamin Moyer, Education & Leadership Director



# Helping Schools Recruit and Retain Employees.



Recruiting and retaining employees has never been more difficult—but we are here to assist. Oregon PERS is an excellent (but expensive) benefit that most employees do not understand. Helping employees grasp the value of PERS can help you recruit and retain them. Our 35-year-old financial planning software company is preparing to launch a solution to help your employees understand the value of their pension system. Stop by the [PensionPortal.com](https://www.PensionPortal.com) booth to get more information.

**Helping employers recruit and retain talent with integrated retirement readiness education.**



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