

Online Learning Course Catalog



Register at <https://tinyurl.com/FEA-NJSIG-LO-2020>

NJSIG is providing your district with LEGAL ONE Online Learning!

Expand your understanding of education law through webinars and online courses designed by our team of experts.

Effective February 1, 2020 through January 31, 2021.

Access to the following online courses:

- Employment Discrimination Law
- Governance, Ethics, and Accountability
- NJ's Anti-Bullying Bill of Rights
- Special Education
- Staff Rights and Responsibilities
- Student Rights and Responsibilities
- Tenure and Evaluation Law
- Progressive Supervision and CAPS

Access to the School Law Webinar Series

Comprehensive and interactive series of one-hour school law webinars on timely issues. Each webinar will include a brief overview of the latest developments in select areas of school law.

You do not have to be a member of NJPSA to sign up!

Eligible leadership staff in NJSIG districts who may access these online courses and webinars include principals, assistant principals, directors, supervisors, assistant superintendents, superintendents or business administrators, and other school staff whose position requires possession of an administrative certificate.

Online Courses

Employment Discrimination Law

This 8-part online offering provides an overview of the law concerning discrimination issues that can arise in school districts.

This program contains the following topics:

- Overview of Discrimination Law
- Age Discrimination
- Disability Discrimination
- ESL/Ethnicity Discrimination
- LGBT Discrimination
- Race Discrimination
- Religious Discrimination
- Sex Discrimination/Sexual Harassment

Governance, Ethics, and Accountability

This online offering provides an overview of the law concerning school district governance, ethics and accountability for school officials, recordkeeping, and emerging issues of school law. The program contains the following important topics:

- Public school governance
- Review of source of school, constitutional, state, and case law and federal statutes regulations and district policy
- The School Ethics Code and its application to board members; school administrators
- New Jersey's Open Public Records Act
- Pupil records law under FERPA -New Jersey's accountability regulations

NJ's Anti-Bullying Bill of Rights

New Jersey has adopted the most comprehensive bullying prevention law in the nation. In this course, participants will gain an understanding of the broad scope of the protections available to students and parents under New Jersey's law; the legal obligations related to preventing, identifying, investigating, and responding to potential incidents of HIB; and the broader obligations related to promoting a positive school climate and culture. The course includes a review of major case law since the law's adoption, revisions to state regulations, and a real-world cyberbullying scenario.

Signs Matter: Early Detection - New Jersey Online Suicide Prevention Training for K-12 Educators

Fulfill your state requirement and maybe save a life.

Signs Matter: Early Detection meets the New Jersey mandate for educators to have two hours of instruction on suicide prevention and bullying every five years.

Educators can play a critical role in the fight against suicide because they are in a unique position to notice

changes in the mental health of their students and identify signs of suicide risk.

Signs Matter: Early Detection is a two-hour online course that shows educators how and when to express concern and refer students to counseling staff or administration. The training is clear and simple, and it can save lives.

Training includes:

- A close look at the most common mental health problems and how they typically present in a school setting
- Real-world scenarios in an elementary, middle and high school setting to help you better identify students in need of help
- An online evidence-based assessment tool to ensure that all participants have gained an understanding of the material covered
- Resources for understanding a school's role in suicide prevention
- Review of legal requirements for schools to keep in mind

Special Education

This course addresses legal requirements under IDEA and Section 504. It includes a review of what constitutes a Free Appropriate Public Education, how do we determine the Least Restrictive Environment, how do we address issues of student discipline, and what due process protections are available for students and their parents.

Staff Rights and Responsibilities

This online offering provides an overview of the law concerning staff rights and responsibilities. This course that covers the following important topics:

- Tenure and Seniority
- Collective Bargaining
- Sexual Harassment
- Retaliation and Discrimination
- Evaluations
- Increment Withholdings
- Employee Discipline

Student Rights and Responsibilities

"Student Rights and Responsibilities" provides an overview of the law concerning public school students' rights and responsibilities. This course focuses on student safety; code of conduct; student discipline; bullying and cyber-bullying; student confidentiality rights; schools' duties to supervise students and to report child abuse; reporting student drug and alcohol use; student First Amendment rights of free speech and religious expression; dress codes; and search and seizure of students. The course includes the following topics:

- Overview of Discipline and Safety Law
- Student Dismissal

- Drugs, Alcohol, Weapons and Student Searches
- Child Abuse and Neglect
- Overview of Student First Amendment Rights
- Religion in Schools

Tenure and Evaluation Law

This online offering provides an overview of TEACHNJ, New Jersey's tenure reform law, which became effective on August 6, 2012. The course also provides an overview of New Jersey seniority law. The program includes important topics such as:

- Tenure Acquisition
- Evaluation Requirements
- Corrective Action Plans
- Seniority Law
- Reductions in Force

Progressive Supervision and CAPS

This online course will empower school leaders to effectively address various aspects of progressive supervision. Participants will learn about legal requirements and best practices related to the development and implementation of Corrective Action Plans, conducting evaluations and post-observations conferences, doing midyear CAP reviews, addressing insubordination, and writing effective CAPs for a wide range of employees. All participants will be able to demonstrate content knowledge through completion of an online assessment.

Webinars

Developing Support Plans for At-Risk Students (archived video)

Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, Former Director of Personnel and Administrative Services, Lawrence Township; Susan Coyle, MA, Traumatic Loss Coalitions for Youth Coordinator for Middlesex County, Rutgers University Behavioral Health Care; Lacey Weathington, Anti-Bullying Coordinator, Cherry Hill Public Schools

When students are dealing with major disruptions or traumatic events - whether they occur in the school, the home or other locations - it is critical that school districts plan to support those students as they seek to transition back into the school environment. This webinar will provide key tools to assist school districts in planning for the needs of students in various situations, including model plans for students involved in HIB incidents, students dealing with gender identity issues, students involved in dating violence incidents, students who may have missed time due to mental and/

or physical health issues, and students struggling with school phobia.

Bringing It All Together: A Systemic Approach to Student Safety (archived video)

Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, Former Director of Personnel and Administrative Services, Lawrence Township

This webinar provides a framework for putting in place appropriate policies and protocols to protect student safety. Participants will learn about the high expectations established in case law and codified in statute and regulation related to student safety. Specific issues addressed include HIB policies, key elements of the code of student conduct, key requirements related to student risk assessment, and working closely with law enforcement and other outside entities.

Human Resources: New Requirements, Best Practices, and the Law (archived video)

Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, Former Director of Personnel and Administrative Services, Lawrence Township; Paula Clark, Esq, Director of Human Resources, Compliance, and Labor Relations, Wayne Township Public Schools

Human Resource management is constantly evolving, with new legal requirements related to family leave, sick leave, equal pay, dealing with vendors, employee background checks and many other areas. This webinar will provide HR directors and individuals with HR responsibilities who may wear many other hats with information on the latest legal developments, along with important tools and resources for effectively balancing the many responsibilities in the human resource field.

You Can't Make This \$#!&! Up! School Law Horror Stories and Lessons to be Learned (archived video)

Presenters: Sandra L. Jacques, Esq., LEGAL ONE Supervisor of Legal Research and Content Development; Rebecca Gold, Former Director of Personnel and Administrative Services, Lawrence Township

Fact is often stranger than fiction. That is certainly true when it comes to many legal issues that arise in public schools. In this webinar participants will learn about some of the most outrageous and legally damaging cases involving public schools and the lessons that should be learned to avoid such issues in the future. Participants will understand the fundamental checks and balances that should be in place in all school districts to minimize legal exposure for you individually and for your school district.

Legal Issues in Student Health (archived video)

Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, Former Director of Personnel and Administrative Services, Lawrence Township; Wayne Yankus, M.D., F.A.A.P., Past President of NJ Chapter of American Academy of Pediatrics and current school physician

School districts have numerous requirements related to addressing the health needs of students. This webinar will provide an overview of key legal requirements related to addressing students with medical needs, including emergency administration of medicine, responding to students on field trips, addressing situations that may occur in athletics, responding to suspected substance abuse and potential overdose and the legal rights of students, parents and school officials under FERPA, HIPAA and other requirements.

Addressing HIB in Turbulent Times: What Every ABS Needs to Know (archived video)

Every Anti-Bullying Specialist needs to be ready to “hit the ground running” on Day One of the new school year. This webinar will provide updates on the latest developments related to New Jersey’s Anti-Bullying Bill of Rights, including a review of how recent events related to COVID-19 and racial injustice have resulted in new forms of HIB. Participants will learn about the most recent case law, and receive tips for conducting virtual investigations when necessary.

Legal Liability and Lessons Learned From Reopening (archived video)

Presenters: David Nash, Esq., LEGAL ONE Director; Rebecca Gold, Retired Director of Human Resources

As we all navigate through a global pandemic, it is important that we take in key lessons from the reopening of schools to ensure that we are taking appropriate measures to protect the health and safety of students, staff and others. By constantly evaluating our approach and assessing what is and isn’t working we will ensure the well being of all stakeholders, and reduce the potential for legal liability. This session will highlight key lessons from reopening and how to incorporate those into your district’s ongoing operations.

Developing Support Plans for At-Risk Students

Oct. 22, 2020; 3:30 pm - 4:30 pm

Presenters: David Nash, Esq., LEGAL ONE Director; Susan Coyle, MA, Traumatic Loss Coalitions for Youth Coordinator for Middlesex County, Rutgers University Behavioral Health Care

The COVID-19 pandemic has reminded us in stark terms how critical it is to have a strong safety net in place for our most vulnerable students. This webinar will review legal requirements related to providing ongoing support for at-risk student populations, including students struggling with mental health issues, students who have been the victim of HIB, students who have experienced traumatic losses and students who are struggling with issues of gender identity and expression. The webinar reviews the legal duty of care owed and provides sample templates for developing support plans for students in need.

Implicit Bias, Disproportionality, and the Law

Nov. 10, 2020; 3:30 pm - 4:30 pm

Presenters: John K. Worthington, Esq., LEGAL ONE Consultant & Rebecca Gold, Retired Director of Human Resources

We all have implicit biases. But if we fail to recognize our biases and take concerted steps to mitigate their impact, they have the potential to lead to unfair and potentially discriminatory treatment of students, parents and staff. This workshop will provide participants with an understanding of the key legal requirements that are in place to ensure that all districts take thoughtful steps to recognize, reduce and respond to implicit biases and ensure that students and other stakeholders are treated fairly at all times. The impact of the current pandemic on disciplining students with disabilities, including codes of conduct and means of imposing consequences and sanctions, will also be addressed.

Evaluating the Role of the SRO and School Security Personnel

Dec. 15, 2020; 3:30 pm - 4:30 pm

Presenters: Sandra L. Jacques, Esq., LEGAL ONE Supervisor of Legal Research and Content Development; Adam Drew, CEO, Three Corners Law Enforcement; Rebecca Gold, Retired Director of Human Resources

This webinar will focus on the role of the School Resource Officer in schools. Participants will learn about the different types of SRO Positions, and the functions and responsibilities of an SRO will be addressed. Additional issues to be discussed include school security considerations, the Memorandum of Agreement, and race relations issues with staff, students and the SRO in your School District.

Gifted Education in New Jersey - The Strengthening Gifted Education Act - What's New, What's Remains and What Will Be?

Jan. 12, 2021; 3:30 pm - 4:40 pm

The NJ Legislature recently passed the Strengthening Gifted Education Act; the first legislative or regulatory action to directly affect NJ gifted education in more than a decade. This session will review the changes for gifted education, what remains, what the next legislative session may hold for gifted education programs in NJ and the resulting impact. In addition to the new law, discussion will incl. remaining federal & state laws governing gifted and talented education, the constitutional underpinning, and more.