



The Metro Bureau Presents a multi-topic seminar

- **Language Samples for Prohibited Subjects,**
- **Health Insurance Legislation Considerations and Impact on Bargaining, and**
- **Updates Regarding Teacher Tenure and Administrator Evaluation Requirements.**

Collins & Blaha, P.C. **will have six experienced labor attorneys**, along with experienced Human Resources administrators, presenting to review implementation of teacher and administrator evaluation requirements of bargaining, language samples, and issues regarding pending health insurance legislation and options in planning to protect district interests.

Collins & Blaha, P.C.'s labor attorneys will present pertinent information including, but not limited to the following:

1. Sample nonrenewal and/or termination contract language and permutations when negotiating subjects that were previously prohibited topics of bargaining, including:

- Layoff and Recall provisions which do not negatively impact instructional offerings and to limit student migration.
- "Qualifications" standards for placement and layoff/recall decisions that will withstand legal challenges.
- Teacher Placement and Assignment provisions which allow school districts to remain competitive in an ever-shrinking teacher market and that do not limit or deteriorate instructional quality.
- Discipline and Discharge and understanding the history of cases related to such so that school districts learn from past mistakes that previously allowed employees engaged in misconduct to remain employed.
- Evaluations and learning how to navigate competing demands between legislative requirements and union requests to change standards.

2. Health Insurance Legislation – It is anticipated that amended legislation regarding health insurance caps will be proposed in the coming weeks. The presentation will focus on the proposed legislative amendments and bargaining techniques, as the new legislation will provide bargaining responsibilities that have not been in place since 2011.

3. Legal requirements at-a-glance in implementing evaluations amongst probationary teachers, tenured teachers, administrators, and superintendents, including:

- Mid-year progress report
- IDP
- Year-end evaluations
- Observations
- Parent notification
- Appeal rights of evaluations and when
- Impact of missed evaluations
- Training

Targeted Audience: Superintendents, Human Resources Personnel, Central Office Administrators, Building Administrators, and Board Members

Date: Wednesday, November 6, 2024
Time: Registration / Continental Breakfast: 8:30 am
Presentation: 9:00 am to 12:15 pm
Location: **VisTaTech Center, Room VT425**
Schoolcraft College
18600 Haggerty Rd, Livonia, MI 48152

Cost: \$50.00 per person, member district
\$150.00 per person, nonmember district

Use the attached registration form or
[register online](#)



About the Presenters from

COLLINS & BLAHA, P.C.

ATTORNEYS AT LAW



GARY J. COLLINS received his undergraduate degree with high honors, and a Masters in Labor and Industrial Relations from Michigan State University; and his Juris Doctor degree from Wayne State University. Prior to becoming an attorney, Mr. Collins was employed for two years by the Michigan Association of School Boards as a Labor Relations Consultant and for four years by Grand Blanc Community Schools as Director of Labor Relations. Mr. Collins has represented over 30 Michigan School Districts in all phases of collective bargaining, including mediation, fact finding and arbitration. Gary J. Collins co-authored *The Michigan Teacher and Tenure* with William J. Blaha, with the Eighth Edition released in 2017. Mr. Collins also co-authored *The Michigan Teacher and Administrator Evaluations* in 2016.

Mr. Collins was rated in the Top Attorneys in Michigan in *Crains Detroit Business* in 2019 and was peer selected as a Michigan Super Lawyer in Schools and Education law in 2021 and 2022.



WILLIAM J. BLAHA graduated from Michigan State University and received his Juris Doctor degree from Wayne State University Law School. Mr. Blaha's expertise has been concentrated in representing educational institutions in the specialized area of labor relations and education law. William J. Blaha co-authored *The Michigan Teacher and Tenure* with Gary J. Collins, with the Eighth Edition released in 2017. Mr. Blaha also co-authored *The Michigan Teacher and Administrator Evaluations* in 2016. Mr. Blaha was lead counsel in a landmark Michigan Supreme Court ruling (*Michigan Gun Owners, Inc and Ulysses Wong v Ann Arbor Public Schools and Jeanice K. Swift*, July 27, 2018) that upheld Ann Arbor Public Schools' Board Policy prohibiting visitors from "open carry" at school except permitted by law.

Mr. Blaha was awarded the Lawyers of Distinction "Recognizing Excellence in Labor Law" for 2020, and was named as the President of the Michigan Council for School Attorneys for both the 2020-2021 and 2021-2022 school years.



JOHN C. KAVA received his undergraduate degree from Saginaw Valley State University and received his Juris Doctor from Ave Maria School of Law, where he served as Vice President of the Moot Court Board. Mr. Kava represented Ave Maria School of Law as an oral advocate in several Moot Court Competitions, and was a member of the Moot Court Team that won the 2008 State of Michigan Competition. Prior to entering law school, Mr. Kava was a college football coach at Gannon University and took graduate courses in Business Administration.

Mr. Kava practices in the area of labor relations and educational law. Mr. Kava also counsels clients in areas of special education and student discipline. In addition to Mr. Kava's experience with traditional school districts, Mr. Kava has extensive expertise in representing public school academies.



JEREMY D. CHISHOLM earned his bachelor's degree in Political Science with minor concentrations in economics, foreign affairs, and Spanish, from St. Mary's College of Maryland, and his J.D. from Ave Maria Law School in Ann Arbor, Michigan. During law school he was an active and award-winning competitor in state and national moot court competitions. Prior to practicing law in Michigan, Mr. Chisholm worked in Washington, D.C., for the United States Securities and Exchange Commission. Mr. Chisholm concentrates his practice in employment relations and labor law, while maintaining a broad practice serving the general needs for school clients.



DAVID A. COMSA graduated from Purdue University and received his Juris Doctor from the Detroit College of Law (now Michigan State University College of Law). Mr. Comsa started his legal career in private practice and was also the Chief of Human Resources for the Flint Community Schools and served as Deputy Superintendent and General Counsel for the Ann Arbor Public Schools for 16 years. Mr. Comsa is an adjunct Assistant Professor at Madonna University teaching the graduate course Legal and Ethical Issues in Education, since 2010. His practice is concentrated in representing educational institutions in education law, collective bargaining, and labor relations.



JORDAN M. HARRIS received a bachelor's degree in International Relations, a master's degree in Human Resources & Labor Relations, and a Juris Doctor degree from Michigan State University. Mr. Harris began his professional career in 2004 with Collins & Blaha before a stint with the Michigan Education Association as an Executive Director representing college and K-12 faculty across Michigan. He then served as the chief human resources officer and Assistant Superintendent of Employee Services for the Troy School District for 8 years prior to returning to Collins & Blaha in 2023. Currently, his practice is concentrated in representing both educational and non-profit institutions in collective bargaining, employee retention and management, employment investigations, alternative dispute resolution, grievance processing, mediation, and arbitration.

Also presenting from districts that have been involved in recent bargaining for contracts:

- **ABDUL MADYUN**, Chief Human Resource Officer from Plymouth-Canton Community Schools and
- **JOHN PAGEL**, Assistant Superintendent of Human Resources at Troy School District

The Metro Bureau presents
Wednesday, November 6, 2024
Multi-Topic Seminar Featuring Attorneys from Collins & Blaha, P.C.
VisTaTech Center, Rm VT425, Schoolcraft College, 18600 Haggerty Road, Livonia MI 48152

This workshop is open to the entire district management team. Please complete and return the registration form below to the Metro Bureau by **Tuesday, October 29, 2024**

Cost for attendance is \$50.00 per person for Metro Bureau members and \$150.00 per person for non-member districts.

CANCELLATION POLICY: A \$25 service fee will be retained for all cancellations made one week or less prior to the event. All cancellations on the day of the event will be charged the full amount.

The Metro Bureau may offer 3 SCECHs credit for attendance at this seminar at no added cost. The SCECHs credit will be received following the seminar.

REGISTRATION FORM – or register at www.metrobureau.org

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VisTaTech Center, Rm VT425, Schoolcraft College, 18600 Haggerty Road, Livonia MI 48152

School District: _____ Contact phone number: _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

Pay by check – mail to address below (must be received by October 29, 2024)

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Account Type: VISA MASTERCARD DISCOVER AMEX Amount Authorized: _____

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Expiration Date: _____ / _____ (MM/YY) Security Code: _____ (Three digits on back of card, four digits on front of AMEX)

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Authorization

By checking this box you give the Metropolitan Detroit Bureau of School Studies, Inc. permission to debit your account for the amount indicated above and for the event indicated above. This is permission for a single transaction only, and does not provide authorization for any additional unrelated debits or credits to your account.

SIGNATURE _____ DATE _____

Return registration form to: **Metropolitan Detroit Bureau of School Studies, Inc.**

391 College of Education-Wayne State University - Detroit, Michigan 48202

OR Fax 313-577-8278 (For security purposes, please do not e-mail credit card information)

For questions dial 313-577-1611