



**EMPLOYEE
SPEECH
ISSUES:**

Recent Trends & Considerations

This interactive presentation will review the latest developments in the law applicable to employee speech. Review of the latest United States Supreme Court decision and its implications, a discussion about common employee speech issues such as employee use of social media and participation in public comment at school board of education meetings, as well as other case law concerning employee speech will be included in this presentation. In addition, this presentation will also address employee political speech due to the 2024 election season.

Featuring from the Thrun Law Firm, P.C.

**TIMOTHY T.
GARDNER, JR.**



and



**RYAN J.
MURRAY**

Learner Outcomes:

- ***Considerations for Employee Speech based on legal precedent***
- ***Considerations for Employee Speech based on recent legal decisions***
- ***Considerations for Employee Handbook revisions for 2024-25***

Targeted Audience: Superintendents, Central Office Administrators, Building Administrators

Date: Tuesday, February 20, 2024
Time: Registration / Continental Breakfast: 8:30 am
Presentation: 9:00 am to 12:15 pm
Location: **Dearborn Public Schools**
Administrative Services Center
18700 Audette Street, Dearborn, MI 48124

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

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



About the Speakers from



TIMOTHY T. GARDNER, JR. joined Thrun Law Firm in 2013. Mr. Gardner has been practicing law since 2002. He received his J.D. from Cleveland Marshall College of Law in 2000. Tim graduated with a B.A. from Eastern Michigan University in 1997. While at Eastern Michigan University, he was a member of the Golden Key National Honor Society.

Before joining the firm, Tim was General Counsel for a school district and served as an attorney for municipal entities. He provides counsel on civil litigation, teacher tenure hearings, breach of contract disputes, collective bargaining agreements, grievances, labor arbitrations, Open Meetings Act, Michigan Revised School Code, Public Employment Relations Act, formal complaints filed by citizens, violations of the Payment of Wages and Fringe Benefits Act, Student Code of Conduct violations, and a variety of other laws.

He now concentrates his practice on providing labor and employment counsel to public school districts. He advises clients on issues involving their collective bargaining agreements and general school law matters. Tim also counsels clients on the Freedom of Information Act, Family Medical Leave Act, Open Meetings Act, and the Teachers' Tenure Act. He conducts investigations into employee misconduct and makes recommendations to clients. Tim also provides legal advice to municipal clients.

Tim is a member in good standing of the Ingham County Bar Association, National Council of School Attorneys, the American Bar Association (Labor and Employment) and the Michigan Council of School Attorneys. In 2017, Tim was elected to the Board of Directors for the Michigan Council of School Attorneys, and he served as President of the Michigan Council of School Attorneys in 2019. Tim was elected as the President of the D. Augustus Straker Bar Association (2007-2008) and served on its Board of Directors (2005-2008) in Oakland County, Michigan. He was appointed to the Bar Leadership Committee for the State Bar of Michigan (2007-2011) and was elected Vice-Chair for the Young Lawyers Section (2008-2009). Tim also served as a Board Member of the Sickie Cell Disease Association, Michigan Chapter (2004-2009).

RYAN J. MURRAY joined Thrun Law Firm in December 2020. Ryan graduated with a B.A. in Interdisciplinary Studies in Social Science, with high honor, from Michigan State University in 2006. Before law school, Ryan was a high school and middle school social studies teacher and coach at Carman-Ainsworth Community Schools for 10 years. While teaching, Ryan earned a M.S. in Education Administration from Concordia University in 2013. Ryan received his J.D., *magna cum laude*, from Michigan State University College of Law in 2020. While in law school, Ryan was a scholarship recipient and received academic awards in Labor Law and Sports Law.

Ryan's practice focuses on general school law, labor and employment law, and special education matters.

Ryan is a member of the Ingham County Bar Association, the State Bar of Michigan, the Michigan Council of School Attorneys, and the American Bar Association.

Originally from Flushing, Ryan currently resides in West Bloomfield. In his spare time, he enjoys cheering on the Michigan State Spartans, golfing, traveling, and relaxing on Houghton Lake.

The Metro Bureau presents
Tuesday, February 20, 2024
Employee Speech Issues: Recent Trends & Considerations
Dearborn Public Schools – 18700 Audette – Dearborn MI 48124

This workshop is open to the entire district management team. Please complete and return the registration form below to the Metro Bureau by **Friday, February 16, 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

Tuesday, February 20, 2024
Employee Speech Issues: Recent Trends & Considerations
Dearborn Public Schools – 18700 Audette – Dearborn MI 48124

School District: _____ Contact phone number: _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

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Pay by check – mail to address below (must be received by February 16, 2024)

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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