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"Meeting the Mandates and Hitting HR Benchmarks"
Tuesday, October 27, 2026/9:30 AM-11:30 AM
(ALL REGISTRANTS WILL RECEIVE A ZOOM INVITATION)

TO REGISTER FOR THIS PROGRAM, CLICK HERE

This virtual workshop will guide participants through a broad range of Human Resources issues that school districts are likely to encounter during the upcoming school year. The session is designed to help leaders prepare for the 2026–2027 school year by highlighting the critical planning, priorities, and essential preparations needed for a successful start.

AGENDA

Program Agenda | 9:15 a.m. – 12:00 p.m.

9:15 – 9:30 a.m. Virtual Meeting Opens
Participants admitted from the waiting room.

9:30 – 9:35 a.m. Welcome, Introductions & Program Overview
Joseph J. Annibale, NJASA Director of Professional Development

9:35 – 9:45 a.m. NJASA Legislative Update
Melanie Schulz, NJASA Director of Government Relations

- Updates on current legislation and developments affecting New Jersey public school districts.

9:45 – 10:35 a.m. October HR Reality Check: Trick or Treat? & Halloween Horror Stories
Presenters: Charity Comella, Jennifer Sharp & Patrick Duncan

An interactive look at the staffing, compliance, and operational challenges facing school district HR teams this fall, including *staffing shortages, creative hiring practices, immigration-related considerations, fall reporting requirements, QSAC, position control, employee attendance and leave, and other timely HR issues*.

Through a series of *Trick or Treat* scenarios and *Halloween Horror Stories*, presenters will highlight common challenges, compliance considerations, and practical strategies for navigating the unexpected.

10:35 – 11:30 a.m. Employee Performance, Documentation & Emerging Legal Issues
Managing Attendance as a Performance Issue

Gary Hall

- Identifying and addressing attendance concerns early
- Recognizing frequency and patterns of absences
- Communicating expectations and documenting concerns
- Progressive supervision and appropriate follow-up

Start Documenting Now: Performance, Misconduct & Potential Nonrenewal

Jesse Place & Kenneth King

- Identifying performance and conduct concerns early in the school year
- Documenting conversations, expectations, and opportunities for improvement

- Building appropriate records to support personnel decisions
- Considerations for non-tenured staff and potential nonrenewal

Chapter 66 — Rights of Non-Certificated Staff

Kenneth King

- Overview of statutory protections and employee rights
- Implications for school district personnel practices

Healthcare / Chapter 44 — Negotiations Alert

Patrick Duncan

- Potential legislative changes affecting Chapter 44
- Implications for districts currently negotiating or approaching negotiations
- Considerations for existing collective negotiations agreements

11:30 a.m. – 12:00 p.m. Open Discussion, Questions & Closing

All presenters will remain available to answer questions, discuss district-specific challenges, and provide additional clarification on topics covered throughout the session.

Session Facilitators:

Dr. Kenneth King, Assistant Superintendent (Retired), East Orange Public Schools
Mrs. Charity Comella, Assistant Superintendent for Personnel, West Windsor Plainsboro Regional Schools
Dr. Jennifer Sharp, Assistant Superintendent for Human Resources, Freehold Regional High School District
Mr. Patrick Duncan, Special Assistant for Labor Relations, West Windsor-Plainsboro Regional School District
Mr. Gary Hall, Director of Human Resources, Bergen Co. Tech. Schools and Special Services School District
Mr. Jesse Place, Assistant Superintendent, Manasquan School District

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