

Day 1	Wednesday, March 29, 2023	
8:30 a.m.	Check-in Light Breakfast	
9:30-9:45 a.m.	Welcome Remarks	
	MANAGERS' TRACK	PERSONNEL TRACK
9:45 a.m.- 12:00 p.m.	Health & Safety Josh Reiss, Safety & Risk Management Coordinator ONC BOCES James Drew, AIA, Retired from TST BOCES	Hiring & Interview Techniques and Effectively Communicating Dominic Dimperio, Director of Staff Relations, Liverpool CSD
11:00-11:15 a.m.	Refreshment Break	
12:00-1:00 p.m.	Academy Luncheon	
1:00-2:15 p.m.	All-Hazard School Emergency Planning Josh Reiss, Safety & Risk Management Coordinator ONC BOCES James Drew, AIA, Retired from TST BOCES	Conducting Employee Evaluations Dominic Dimperio, Director of Staff Relations, Liverpool CSD
2:15-2:30 p.m.	Refreshment Break	
2:30-4:00 p.m.	Administration & Compliance School Fire Safety Inspections Josh Reiss, Safety & Risk Management Coordinator ONC BOCES	Civil Service Legal Issues Wayne M. Van Vleet General Counsel and Executive Director of Personnel, Human Resources & Labor Relations Orleans/Niagara BOCES
4:00-4:15 p.m.	Refreshment Break	
4:15-5:30 p.m.	School Energy Management Solving Tomorrow's Problems Today Matt Erwin, Director of Facilities North Syracuse CSD Keith Langlotz, Director of Facilities III Williamsville CSD	Managing Your Boss and Other Stakeholders Matt Reilly, Retired Superintendent of Schools, Cazenovia CSD Kara May, Elementary Principal, Cazenovia CSD
6:30 p.m.	Dinner at Buffalo Marriott Niagara 1340 Millersport HWY, Amherst NY 14221	
Day 2	Thursday, March 30, 2023	
7:30 a.m.	Registration Desk Open	
	MANAGERS' TRACK	PERSONNEL TRACK
8:00-9:30 a.m.	Budget & Finance Debra Eichholtz, School Business Administrator, Spencer-Van Etten CSD	Difficult Conversations Wayne M. Van Vleet General Counsel and Executive Director of Personnel, Human Resources & Labor Relations Orleans/Niagara BOCES
9:30-9:45 a.m.	Refreshment Break and Academy Certificate Presentation and Class Photos	
9:45-11:00 a.m.	Technical & Systems Sara Madison, NYS Education Dept.	Progressive Discipline Wayne M. Van Vleet General Counsel and Executive Director of Personnel, Human Resources & Labor Relations Orleans/Niagara BOCES
11:15 a.m.- 12:30 p.m.	Civil Service Law Roundtable Patty Familo, Civil Service Consultant	Civil Service Law Roundtable Dominic Dimperio, Director of Staff Relations, Liverpool CSD
12:30-2:00 p.m.	Lunch	