

Tulare County Office of Education Law Seminars 2025-2026



Title IX: Foundations and Investigations

Wednesday, August 27, 2025 | 9:00am-12:00pm | Redwood Room C&D - <http://tulare.k12oms.org/144-267905>

This workshop will equip attendees with tools to effectively implement, manage, and investigate Title IX complaints involving both students and employees. With a focus on the current 2020 Regulations, Lozano Smith attorneys will provide practical and legal guidance on compliant Title IX practices. The training will introduce the foundational principles of Title IX, including definitions of sexual harassment, reporting and response obligations, and the roles and responsibilities of employees involved at any stage in the Title IX process. Building on this foundation, the session will walk participants through the investigative process—defining the scope of an investigation, preparing for and conducting interviews, gathering and evaluating evidence, and understanding relevance. Throughout, the training will emphasize the importance of impartiality and identifying potential bias in decision-making.

Absent, Anxious, and At Risk: Navigating the Crossroads of Attendance, Disabilities, and Changes in Placement

Wednesday, September 17, 2025 | 8:30am-10:30am | Redwood Room C&D - <http://tulare.k12oms.org/144-267906>

Chronic absenteeism, anxiety, and disciplinary actions often overlap in legally complex ways, especially when students have (or may need) a 504 plan or special education services. This training explores how failures to assess, hold manifestation determinations, or follow SARB procedures can place districts at risk. Additionally, participants will learn how to expertly navigate concurrent timelines when assessment requests come alongside disciplinary action. Learn how to navigate interdistrict revocations, IEE requests, and discipline decisions while meeting legal obligations under IDEA and Section 504.

Understanding Certificated and Classified Layoffs: Key Rules, Timelines, and Legal Requirements

Thursday, December 4, 2025 | 8:30am-10:30am | Redwood Room A&B - <http://tulare.k12oms.org/144-267907>

This workshop provides a comprehensive overview of the legal framework and practical considerations surrounding certificated and classified layoffs in school districts. While the focus will be layoffs, we will also explore employee classifications, tenure, and seniority, which all play an important role in the layoff process. In addition we will discuss March 15th deadlines, seniority lists, bumping rights, and the chronological steps in the layoff process. We will discuss common issues in the layoff process and how to plan ahead to avoid the pitfalls.

Understanding Overtime and Exemptions: Wage & Hour Rules for California School Employees

Thursday, February 5, 2026 | 8:30am-10:30am | Redwood Room C&D - <http://tulare.k12oms.org/144-267908>

This workshop provides a practical overview of overtime pay requirements and wage and hour laws as they apply to California school employees. Participants will gain clarity on how hours are counted for employees holding multiple positions, which roles qualify as exempt from overtime, and how to apply both federal and state standards. The session will also cover the current salary threshold for exemption, with a focus on the three-factor “white collar” test under the Fair Labor Standards Act (FLSA).

Location

Tulare County Office of
Education
6200 S. Mooney Blvd.
Visalia, CA 93277

Registration

To register, click the URL for
any event.

Access Code

LAW2526

For more information, contact
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Tulare County
Office of Education

Tim A. Hire, County Superintendent of Schools