



Charter Schools as Employers:

Emerging Workplace Trends in K-12 Schools



About Us

- Founded 2008
- Personalized Approach
 - In-depth Analysis and Ongoing Communication
 - Training and Education
- Trust Administrator, Florida Insurance Alliance
 - Property and Casualty Insurance
 - Risk Management Services
 - Member Advocacy
- Florida Charter Schools & Special Districts
 - Over 700 Special Districts
 - 200 Public Charter Schools
 - Leading Charter School Insurance Services Provider



Your Speaker

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Partner

Chair of Labor & Employment Division



- Employer COVID Vaccination and Testing Requirements
- COVID-Related Absences
- Accommodations for High-Risk Employees
- Telecommuting
- Discrimination and Harassment Update
- Retaliation Claims
- Whistleblower Claims



Employer Requirements: Vaccine and Testing



- Americans with Disabilities Act (ADA) Considerations
- Title VII of the Civil Rights Act
- President Biden's Executive Order
- Governor DeSantis' Enforcement of Senate Bill 2006

COVID-19 Related Absences



- Families First Coronavirus Response Act (FFCRA)
- Family and Medical Leave Act (FMLA)
- Paid Leave Banks





High Risk Employee Accommodations



- Federal and State Disability Laws
- COVID-19 as Disability
- Reasonable Accommodations



- Background
- Potential Issues
 - Worker's Compensation
 - Security/Confidentiality
 - Accountability
 - Wage and Hour
 - Pay
 - Compensation
 - ADA



Discrimination and Harassment Update



Retaliation Claims





Whistleblower Claims

Q&A

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