

Annual Legal Update for Illinois Colleges Virtual Conference

Webinar
September 17, 2021

To access the Conference
information on your phone,



Click the Yapp App
below to download!
(don't worry, it's free!)

<https://my.yapp.us/RS2021>

Chicago
55 West Monroe Street, Suite 800
Chicago, IL 60603
p 312.332.7760
f 312.332.7768

Champaign
301 North Neil Street, Suite 400
Champaign, IL 61820
p 217.363.3040
f 217.356.3548

Collinsville
510 Regency Centre
Collinsville, IL 62234
p 618.343.3540
f 618.343.3546

Lisle
550 Warrenville Road, Suite 460
Lisle, IL 60532-4311
p 630.929.3639
f 630.783.3231

Rockford
2990 North Perryville Road, Suite 4144B
Rockford, IL 61107
p 815.390.7090

Robbins Schwartz

Contents

Schedule-at-a-Glance	3
General Session	4
The Return to Campus: Panel Discussion on Recent COVID-19 Guidance and Prevention-Strategies for Colleges	4
Topic Sessions	5
Bargaining Implications in the COVID Workplace	5
Managing Campus Social and Political Speech Without Violating the First Amendment.	5
Legislative Developments Impact on the College Workplace	6
Navigating Revenue Issues & Defending Your Tax Base	6
Title IX, The Latest	7
DBE Contract Requirements: An Update and Refresher on Compliance with the Business Enterprise for Minorities, Females, and Persons with Disabilities Act	7
Biographies:	8

Robbins Schwartz

Schedule-at-a-Glance



Robbins Schwartz

General Session | 8:30 a.m. – 10:00 a.m.

The Return to Campus: Panel Discussion on Recent COVID-19 Guidance and Prevention-Strategies for Colleges

Get the latest updates on Covid-19 requirements from the state and the legal rights and obligations for colleges implementing these requirements. The panel will discuss the challenges colleges may encounter and provide practical guidance on how best to comply with the state mandates for staff and students.

Presenters:

[Caroline A. Roselli](#), Partner

[Todd K. Hayden](#), Partner

[Matthew J. Gardner](#), Partner

Robbins Schwartz

Session 1 | 10:15 a.m. – 11:15 a.m.

Please Select One Topic Per Session

Bargaining Implications in the COVID Workplace

The seemingly never-ending release of new orders, rules and guidance from the state on educating students in this seemingly never-ending Pandemic leads to a commensurate never-ending cycle of impact bargaining. We will review the latest bargaining challenges resulting from such developments as the Mask Mandate and the Vaccine/Testing Mandate and discuss strategies for bargaining effective agreements with your unions.

Presenters:

[Joseph J. Perkoski](#), Managing Partner

[Thomas C. Garretson](#), Associate

Managing Campus Social and Political Speech Without Violating the First Amendment

The current social and political climate has encouraged students and employees to share thoughts and opinions that may lead to conflict, anger, and disruption in the campus environment. This presentation addresses student and employee free speech and expression rights under the First Amendment, the scope of a college's authority to address or limit such speech, the First Amendment and faculty academic freedom rights, and highlights current "hot topics" related to both student and employee speech.

Presenters:

[Frank B. Garrett III](#), Partner

[Susan E. Nicholas](#), Senior Counsel

Session 2 | 11:45 a.m. – 12:45 p.m.

Please Select One Topic Per Session

Legislative Developments Impact on the College Workplace

The legislature has been busy this past year enacting and amending laws affecting college employees, including benefits, assignments, background checks, discrimination and harassment, and Title IX investigations. Please join us as we discuss when and how these laws will impact the college workplace and provide practical considerations for compliance.

Presenters:

[Catherine R. Locallo](#), Partner

[Jessica A. Milligan](#), Partner

Navigating Revenue Issues & Defending Your Tax Base

Discussions of new legislation and impact of Covid on issues impacting revenue; Overviews of common claims filed by taxpayers seeking refunds of taxes from Community Colleges; Basics of Tax Increment Financing (TIF) district establishment and strategies for getting involved when a TIF district is proposed by a municipality and for negotiating a TIF intergovernmental agreement with a municipality.

Presenters:

[Scott L. Ginsburg](#), Partner

[M. Neal Smith](#), Partner

Session 3 | 1:00 p.m. – 2:00 p.m.

Please Select One Topic Per Session

Title IX, The Latest

In the midst of a global pandemic, the Trump Administration released new Title IX regulations, effective August 2020. These new regulations required colleges to make significant changes to their sexual harassment policies and procedures. Now, a year later, as colleges continue to grapple with the effects of COVID-19, they must also gear up for the anticipated release of new Title IX regulations under the Biden Administration. Buckle in as we review newly released guidance, discuss the possible changes to come, analyze recent court decisions that have emerged from the 2020 regulations, and offer recommendations for maintaining compliance with Title IX's evolving requirements.

Presenters:

[Emily P. Bothfeld](#), Associate

[Amanda E. Campo](#), Associate

DBE Contract Requirements: An Update and Refresher on Compliance with the Business Enterprise for Minorities, Females, and Persons with Disabilities Act

Learn from a panel of our construction and commercial attorneys about recent changes to the Illinois Business Enterprise for Minorities, Females, and Persons with Disabilities Act and a review of community college bidding requirements. This presentation will review the DBE Act's requirements and recent changes and how community colleges can incorporate these requirements into their contract and bidding procedures. The discussion will also include a review of common bidding questions and issues.

Presenters:

[Kenneth M. Florey](#), Partner

[Howard A. Metz](#), Partner

[Christopher R. Gorman](#), Associate

Biographies:

Robbins Schwartz

JOSEPH J. PERKOSKI

MANAGING PARTNER, CHICAGO

312.332.7760

jperkoski@robbins-schwartz.com

As managing partner, Joseph Perkoski represents educational institutions and public sector employers with a focus on board and executive leadership. Joseph also represents his clients on a broad range of labor and employment issues including collective bargaining, grievance arbitration and contract interpretation. Joseph has defended employers in unfair labor practice charges before the Illinois Education Labor Relations Board, the Illinois State and Local Labor Relations Boards and the National Labor Relations Board. In addition, Joseph has litigated on behalf of management claims involving civil rights, discrimination, wrongful discharge, and harassment issues.

AWARDS

Illinois Super Lawyers, 2008-2020

RECENT PUBLICATIONS

Contributing author, "Labor Issues in the Transactional Side of the Project," *Construction Law: Transactional Considerations*, IICLE (2017)

Contribution author, "Labor Relations: Contract Administration Including Unfair Labor Practices," *Illinois School Law: Personnel and Student Issues*, IICLE (2010, 2012, and 2015)

"Finding a New Way: Subcontracting Revisited," *UPDATE Magazine*, Illinois ASBO (2011)

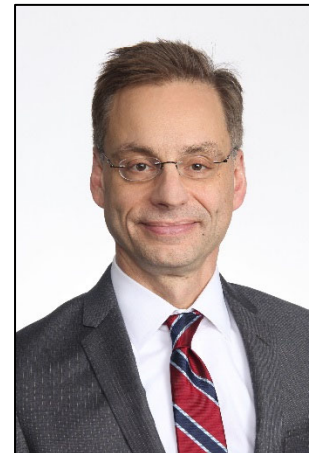
Contributing author, "Labor Issues in the Transactional Side of the Project," *Construction Law – Transaction Practice*, IICLE (2010)

RECENT PRESENTATIONS

Legislative Update: A Review of New Laws Affecting Illinois Community Colleges, Illinois Council of Community College Presidents Retreat (September 2019)

Court Cases and Other Legal Updates for the Higher Education Workplace, Illinois CUPA-HR Spring Conference (May 2019)

Legal Update, ICCCFD Spring Conference (April 2019)



PRACTICE AREAS

Education Law
Employee Benefits
Labor & Employment
Litigation
Municipal Law
Student Discipline

EDUCATION

J.D., The Ohio State University, The Mortiz College of Law

M.A., The Ohio State University

B.A., *with honors*, The Ohio State University

ADMITTED TO PRACTICE

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Eastern District of Wisconsin

U.S. District Court for the Western District of Wisconsin

Supreme Court of Illinois

Supreme Court of
Wisconsin

Superior Court for the
District of Columbia

ORGANIZATIONS

American Bar Association

Associated Colleges of
Illinois, Trustee

Council of School
Attorneys

Federal Bar Association

Illinois Association of
School Business Officials

Illinois Bar Association

National School Boards
Association

Wisconsin Bar Association

Robbins Schwartz

CAROLINE A. ROSELLI

PARTNER, CHICAGO

312.332.7760

croselli@robbins-schwartz.com

Caroline Roselli practices in the areas of special education law and student rights. She counsels school districts and colleges concerning student discipline, student records, policy development, students' rights and other student-related matters. She assists school districts in responding to complaints from the Illinois State Board of Education and Office of Civil Rights and she regularly represents public school districts at IEP meetings, due process hearings, mediations, student expulsion and suspension hearings and residency hearings. Caroline has successfully defended school district decisions and prevailed at due process hearings on issues regarding eligibility, requests for residential placements and denial of FAPE claims.

Caroline has presented at annual conferences for both the Illinois Association for School Boards and for the Illinois Alliance of Administrators of Special Education. She is a co-author of the "Special Education" chapter of the Illinois Institute of Continuing Legal Education's School Law treatise. Caroline also regularly conducts workshops and in-service programs on a variety of special education related topics, including IEP compliance, response to intervention and child find, evaluation procedures, eligibility determinations, autism litigation and discipline of special education students.

AWARDS

Illinois Emerging Lawyer, School Law (2017-2018)

Illinois "Rising Star," Super Lawyers Magazine, Schools and Education Law (2012-2017)

RECENT PUBLICATIONS

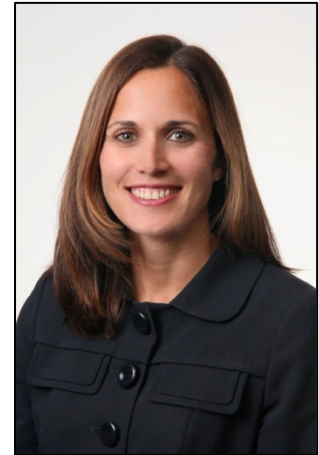
"Students Should Know the Consequences of Sexting," *Chicago Daily Law Bulletin* (2015)

"What Does State Law Say about Measles Prevention and Control in Schools?" *Chicago Daily Law Bulletin* (2015)

Contributing author, "Special Education," *Illinois School Law*, IICLE (2010, 2012 and 2015)

RECENT PRESENTATIONS

Due Process: To Go or Not to Go? Special Education Update, Illinois Council of School Attorneys, 33rd Annual Seminar on School Law (November 2019)



PRACTICE AREAS

Education Law
Special Education
Student Discipline

EDUCATION

J.D., *cum laude*, Loyola University Chicago School of Law

B.A., University of Notre Dame

ADMITTED TO PRACTICE

Supreme Court of the United States

U.S. District Court for the Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

Chicago Bar Association

Illinois Bar Association

Illinois Council of School Attorneys

National Council of School Attorneys

Seclusion, Restraint, and Time Out 2020, Illinois Alliance of Administrators of Special Education Region 1 Roundtable (November 2019)

Risk Assessment, Threat Assessments and the Impact on Students with Disabilities, Illinois Alliance of Administrators of Special Education Fall Conference (October 2019)

Legal Issues Related to School Safety and Security: Addressing the Complex Challenges Facing Schools, Large Unit District Association, (May 2019)

Responding to Requests for Homebound Instruction, Illinois Alliance of Administrators of Special Education Webinar (April 2019)

Tips for Preparing Legally Defensible Eligibility Determinations for Specific Learning Disability, Illinois Alliance of Administrators of Special Education Roundtable Presentation (March 2019)

Absenteeism, School Refusal, and Truancy in Special Education: Legal Issues when Students Don't or Can't Come to School, Illinois Alliance of Administrators of Special Education Roundtable Presentation (March 2019)

Escalating Student Behavior and Safety Concerns: Legal Options and Considerations, Illinois Alliance of Administrators of Special Education Winter Conference (February 2019)

The Ins & Outs of Residential Placements: Rules, Regulations, & Recommendations, Illinois Alliance of Administrators of Special Education Fall Conference (October 2018)

Robbins Schwartz

TODD K. HAYDEN

PARTNER, LISLE

630.929.3639

thayden@robbins-schwartz.com

Todd Hayden practices in the areas of school and municipal law. He provides governmental employers with guidance and counseling regarding labor and employment, including employee discipline and termination, board governance, collective bargaining, contract, public finance and transactional matters.

Todd has represented employers in various employer-employee disputes including federal and state litigation, EEOC/Department of Human Rights charges, State Labor Board Proceedings and grievance and arbitration proceedings. Todd has extensive experience in collective bargaining, including unit formation proceedings, negotiations, mediation and interest arbitration. He has performed construction contract reviews, served as local bond counsel and worked on school boundary changes.

Todd is approved by the Illinois State Board of Education to provide school board member training.

AWARDS

Illinois Leading Lawyer, Employment Law: Management, Labor Law: Management, School Law and Governmental, Municipal, Lobbying & Administrative Law, 2015

RECENT PUBLICATIONS

Contributing author, "Civil Rights Litigation," *Illinois School Law*, IICLE (2017)

RECENT PRESENTATIONS

Collective Bargaining for School Board Members and Administrators, IASB/IASA/Illinois ASBO Joint Annual Conference (November 2018)

Employee Free Speech and the Public Employer, HR Source Employment Law Conference at Northern Illinois University (September 2018)

Practical Advice for Maintaining a Harassment Free Workplace, IASA (February 2018)



PRACTICE AREAS

Commercial Transactions
Education Law
Employee Benefits
Labor & Employment
Litigation
Municipal Law
Public Finance & Taxation
Student Discipline

EDUCATION

J.D., *cum laude*, Indiana
University School of Law

B.A., University of
Michigan

ADMITTED TO PRACTICE

Supreme Court of the
United States

U.S. Court of Appeals for
the Seventh Circuit

Trial Bar of the U.S.
District Court for the
Northern District of Illinois

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

Illinois Council of School
Attorneys

Illinois State Bar
Association

Will County Bar
Association – Local
Government Committee

Robbins Schwartz

MATTHEW J. GARDNER

PARTNER, CHICAGO

312.332.7760

mgardner@robbins-schwartz.com

Matthew Gardner is a member of the firm's construction, real estate, and public finance practice groups. Matt represents private and public project owners over the course of construction and development projects, beginning with property acquisition, zoning, contract negotiation and bidding, project management, surety and warranty claims and any resulting litigation concerning payment, delays or design or construction defects. Matt also represents contractors, subcontractors and suppliers on a variety of construction-related matters, including payment claims, preserving and enforcing lien rights and defending defect claims.

Matt is the past Chair of the Chicago Bar Association Construction Law and Mechanics Lien Subcommittee (2018-19), has testified before the General Assembly on construction-related matters, and is a member of the Illinois State Bar Association and Chicago Bar Association Judicial Evaluation Committee. Matt has also performed pro bono services representing clients through Chicago Volunteer Legal Services and Franciscan Outreach.

AWARDS

Illinois "Rising Star", by Super Lawyers Magazine, in the area of Construction Litigation (2020-2021)

RECENT PUBLICATIONS

Co-author, "School Construction from Start to Finish: A Project Checklist," *School Business Affairs Magazine*, ASBO (2018)

Contributing author, "Top 11 Public Bidding Questions," *UPDATE Magazine*, Illinois ASBO (2018)

Contributing author, "Meditation a Win-Win for Clients and their Attorneys in Construction Litigation," *Chicago Daily Law Bulletin* (2018)

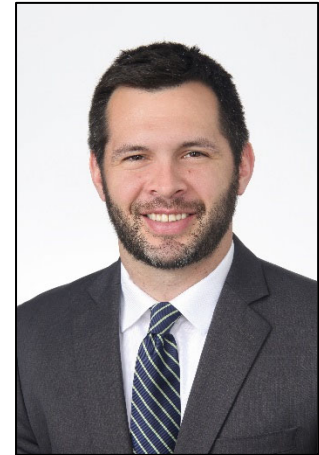
Contributing author, "Organization, Finance, and Property," *Illinois School Law*, IICLE (2017)

"The Good, The Bad and The Ugly of School Bidding Requirements," *UPDATE Magazine*, Illinois ASBO (2016)

"School District and Zoning Exemptions," *Chicago Daily Law Bulletin* (2015)

RECENT PRESENTATIONS

Construction Law 101, National Business Institute (December 2019)



PRACTICE AREAS

Commercial Law
Construction Law
Public Finance & Taxation
Real Estate Development

EDUCATION

J.D., University of
Wisconsin Law School

B.S., University of Utah

ADMITTED TO PRACTICE

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

Supreme Court of Utah

Supreme Court of
Wisconsin

ORGANIZATIONS

Chicago Bar Association

Illinois State Bar
Association

Foolproof Contract that Abide by State Laws, 2019 Illinois ASBO Annual Conference (May 2019)

Construction Purchasing & Bidding Common Problems & Solutions, Illinois ASBO (March 2019 Construction Contracts: Boilerplate Language Landmines You May Not Know, National Business Institute (February 2019)

The Anatomy of a Mechanics Lien Claim, Illinois State Bar Association (May 2018)

Robbins Schwartz

FRANK B. GARRETT III

PARTNER, CHICAGO

312.332.7760

fgarrett@robbins-schwartz.com

Frank B. Garrett III represents school districts, community colleges, local governmental bodies and public and private companies in all aspects of employment law, including complaints and charges of unlawful discrimination, wrongful termination, sexual harassment, civil rights violations, employee discipline and termination. Frank also counsels and provides training to employers in the following areas: ADA and FMLA compliance, avoiding claims of unlawful discrimination and harassment in the workplace: evaluation and discipline of employees, and diversity in the workplace.

Frank represents and defends clients in both state and federal courts, at the trial and appellate levels. He also practices before various administrative agencies such as the Illinois Educational Labor Relations Board, the Illinois Human Rights Commission and the Equal Employment Opportunity Commission. Frank is a regular speaker on employment law topics at both the state and national level.

Frank is approved by the Illinois State Board of Education to provide school board member training. He is an active member of the American Bar Association and Illinois Council of School Attorneys.

AWARDS

Illinois Leading Lawyer, Government and Regulatory-Related
Illinois Leading Lawyer, Employment and School Law
Illinois Super Lawyers

RECENT PUBLICATIONS

"Extended Medical Leave Under ADA Soundly Rejected by 7th Circuit,"
Chicago Daily Law Bulletin (2017)

"First Amendment Protections Get Broader for Government Employees,"
Chicago Daily Law Bulletin (2016)

"Big-box Employee's Attempt to 'Scam' Company Undercuts FMLA Claims,"
Chicago Daily Law Bulletin (2015)

Employers Must Rethink Employee 'Look' Policies After High Court Decision,"
Chicago Daily Law Bulletin (2015)



PRACTICE AREAS

Education Law
Labor & Employment
Litigation

EDUCATION

J.D., DePaul University
College of Law

B.A., Oberlin College

ADMITTED TO PRACTICE

Supreme Court of the
United States

U.S. Court of Appeals for
the Seventh Circuit

Trial Bar of the U.S.
District Court for the
Northern District of Illinois

U.S. District Court for the
Northern District of Illinois

U.S. District Court for the
Central District of Illinois

U.S. District Court for the
Southern District of Illinois

Supreme Court of Illinois

“Using Social Network Screening as Part of the Hiring Process: Employers Should Proceed with Caution,” *Inquiry & Analysis*, National School Boards Association’s Council of School Attorneys (2013)

Contributing author, “Employment Discrimination,” *ILLINOIS SCHOOL LAW*, IICLE (1996, 1999, Supp. 2001, 2005, 2010 and 2012)

RECENT PRESENTATIONS

Debunking Some Common Employee FMLA Leave Myths, IASPA Annual Conference (January 2020)

Legislative Update: A Review of New Laws Affecting Illinois Community Colleges, Illinois Council of Community College Presidents Retreat (September 2019)

Understanding New Changes to the Minimum Wage Law and Other Wage-Related Statutes, Illinois GFOA Annual Conference (September 2019)

ORGANIZATIONS

American Bar Association,
Section on Labor and
Employment

Chicago Bar Association

Cook County Bar
Association

Illinois Council of School
Attorneys

Robbins Schwartz

KENNETH M. FLOREY

PARTNER, CHICAGO & LISLE

312.332.7760

kflorey@robbins-schwartz.com

Ken Florey concentrates his practice representing public and private clients, including municipalities, school districts, community colleges, townships, libraries, private owners, contractors and design professionals regarding land use, municipal law, construction, tax, finance and litigation. Ken has also started offering his services as a mediator with an emphasis on construction disputes.

Ken was the Chair of the DuPage County Bar Association's Local Government Committee. He was appointed Special Assistant Attorney General to prosecute and defend construction litigation claims on behalf of the Illinois Capital Development Board. Ken is also a member of the Illinois ASBO Service Associate Advisory Committee. He served as a Trustee for the Village of Lombard for eight years and is a member of the Lombard Fire and Police Commission.

MEDIATOR CERTIFICATE: NORTHWESTERN UNIVERSITY 2017

AWARDS

Illinois Leading Lawyer, Construction Law; Governmental, Municipal, Lobbying & Administrative Law; Land Use, Zoning & Condemnation Law; and School Law

Illinois Association of School Business Officials, Above and Beyond Award

Illinois Institute for Local Government Law, Litigation Award

RECENT PUBLICATIONS

Contributing author, "Joint Purchasing Everything You Want to Know but Are Afraid to Ask!" *UPDATE Magazine*, Illinois ASBO (2019)

Contributing author, "How Far Does the Law Allow Schools to Go?" *UPDATE Magazine*, Illinois ASBO (2018)

Contributing author, "Top 11 Public Bidding Questions & Solutions" *UPDATE Magazine*, Illinois ASBO (2018)

Co-author, "School Construction from Start to Finish: A Project Checklist," *School Business Affairs Magazine*, ASBO (2018)

Contributing author, "Top 11 Public Bidding Questions," *UPDATE Magazine*, Illinois ASBO (2018)

Contributing author, "Meditation a Win-Win for Clients and their Attorneys in Construction Litigation," *Chicago Daily Law Bulletin* (2018)



PRACTICE AREAS

Commercial Law
Construction Law
Education Law
Energy Law
Litigation
Mediation
Municipal Law
Public Finance & Taxation
Real Estate Development
Zoning, Planning & Land Use

EDUCATION

J.D., DePaul University
College of Law; Managing
Editor, *DePaul Journal of
Art and Entertainment
Law*

B.A., University of Illinois
at Urbana-Champaign

ADMITTED TO PRACTICE

U.S. District Court for the
Northern District of
Illinois

Supreme Court of Illinois

Contributing author, "Organization, Finance, and Property," Illinois School Law, IICLE (2017)

"Construction Project and Contract Pitfalls" *Update Magazine*, Illinois ASBO (2017)

"The Good, the Bad and the Ugly of School Bidding Requirements," *UPDATE Magazine*, Illinois ASBO (2016)

"Settlement Crumbles; Appeals Court Declines to Put Pieces Back Together," *Chicago Daily Law Bulletin* (2015)

"On Public Display: Advertising in Schools," *UPDATE Magazine*, Illinois ASBO (2015)

RECENT PRESENTATIONS

Foolproof Contract that Abide by State Laws, 2019 Illinois ASBO Annual Conference (May 2019)

Construction Contracts: Boilerplate Language Landmines You May Not Know, NBI (February 2019)

Legal, Legislative and Ethics Update, ICCTA (November 2018)

Purchasing Processes, Problems & Solutions, Illinois ASBO (September 2018)

Navigating Property Tax Assessment Complaints and the PTAB, Illinois ASBO & IASPA (October 2018)

Construction Disputes: Bring Home a Win for Your School District, ASBO International (October 2018)

Construction Project Problems or Solutions After Construction is Done, Illinois ASBO (October 2018)

Construction and Purchasing Disputes and Resolutions, ASBO International Conference (September 2018)

Construction, Bidding and Purchasing in Township Government, Township Officials of Illinois Online Seminar (August 2018)

Administrators Legal Session II, Concordia University (August 2018)

Construction Disputes and Resolutions, Illinois ASBO Conference (May 2018)

Top Solutions and Problems for Bidding and Construction, Illinois ASBO Annual Conference (May 2018)

Lead Testing Update: Everything You Need to Know, Illinois ASBO Conference, (May 2018)

Robbins Schwartz

SCOTT L. GINSBURG

PARTNER, CHICAGO

312.332.7760

sginsburg@robbins-schwartz.com

Scott focuses his practice in the area of real property taxation and assessment appeals, where he has tried several cases before the State of Illinois Property Tax Appeal Board, and he litigates cases in the circuit court on valuation and tax rate objections.

Scott also practices in the area of commercial transactions and local government, including contract drafting and review, litigation and alternative dispute resolution. He has experience in representing general contractors, local governments and business owners in all aspects of civil litigation.

Prior to joining Robbins Schwartz, Scott concentrated his practice on litigation, in the areas of commercial disputes, construction defects and labor and employment issues. Scott is also a former judicial extern to the Honorable Michael J. Reagan, United States District Judge, Southern District of Illinois.

RECENT PUBLICATIONS

Author, "*PTAB Clarifies Uniformity Standards for Income Properties*," Illinois State Bar Association's *Tax Trends* (2015)

Author, "*Chicago Bears Football Club v. The Cook County Department of Revenue*, 2014 IL App (1st) 122892," *Tax Trends*, Illinois State Bar Association (2014)

Contributing author, "Illinois Supreme Court Clarifies Standard Review for Zoning Decisions," *Illinois Municipal Review* (2008)

RECENT PRESENTATIONS

Property Tax Assessment Challenges and How to Defend Your Tax Base, PMA Financial Network, LLC (June 2020)



PRACTICE AREAS

Commercial Law
Construction Law
Education Law
Energy Law
Litigation
Municipal Law
Public Finance & Taxation
Real Estate Development
Zoning, Planning & Land Use

EDUCATION

J.D., Washington
University School of Law

B.A., DePauw University

ADMITTED TO PRACTICE

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

Illinois State Bar
Association, State and
Local Taxation Section
Council, Member

Robbins Schwartz

CATHERINE R. LOCALLO

PARTNER, CHICAGO

312.332.7760

clocallo@robbins-schwartz.com

Catherine Locallo's practice focuses on labor and employment law and board governance matters. She counsels employers in all aspects of employment law including hiring, employment contracts, employee discipline issues, terminations and reductions in force, collective bargaining and labor relations, nonimmigrant worker visas and employment discrimination matters. She also counsels public bodies on compliance with Illinois' Freedom of Information Act and Open Meetings Act. Catherine has extensive experience representing clients in court and administrative agency proceedings involving discrimination, retaliation, and harassment claims.

Catherine is approved by the Illinois State Board of Education to provide school board member training.

AWARDS

Illinois "Rising Star," Employment & Labor Law (2015-2018)

RECENT PUBLICATIONS

"Illinois Committed to Restrictive Covenant Reform Through Passage of Senate Bill 672," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Plaintiff's Cat's Paw Theory of Liability Failed To Scratch Surface," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Walmart Need Not Change Shift Rotation Practice To Accommodate Religious Beliefs" *Employment and Labor Law Flashpoints*, IICLE (2021)

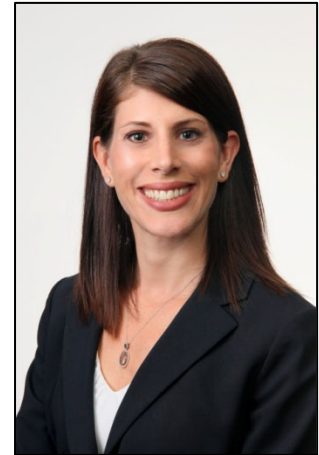
"CBA Provision Clearly Rebutted At-Will Employment Presumption for IT Employee," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Employer's Judgment and Job Description Defeat Failure To Accommodate Claim," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Recent Department of Labor Opinion Letters: Pay for Training and Travel," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Sexual Harassment Prevention Training Compliance Required Before New Year," *Employment and Labor Law Flashpoints*, IICLE (2020)

"Will 'Scabby the Rat' Live To Fight Another Day?" *Employment and Labor Law Flashpoints*, IICLE (2020)



PRACTICE AREAS

Education Law
Labor & Employment
Litigation

EDUCATION

J.D., *cum laude*, The John
Marshall Law School,
Order of John Marshall

B.S., Southern Illinois
University

ADMITTED TO PRACTICE

U.S. Court of Appeals for
the Seventh Circuit

U.S. District Court for the
Central District of Illinois

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

"Superintendent's Police Report is Protected Speech" *Employment and Labor Law Flashpoints*, IICLE (2020)

"Changing the Landscape: Abusive Conduct Not Protected Under NLRA" *Employment and Labor Law Flashpoints*, IICLE (2020)

"COVID-19 Changes to Claims for Unemployment Benefits in Illinois" *Employment and Labor Law Flashpoints*, IICLE (2020)

"Seventh Circuit: Jury, Not Judges, Must Decide Coach's Sex Discrimination Claim" *Employment and Labor Law Flashpoints*, IICLE (2020)

"Examining DOL Rule on New Employee Leave Rights" *Employment and Labor Law Flashpoints*, IICLE (2020)

"Better Safe Than Sued – Issuing Timely FMLA Notices" *Employment and Labor Law Flashpoints*, IICLE (2020)

"Unions Strike Back Through Amendments to Illinois Public Labor Acts" *Employment and Labor Law Flashpoints*, IICLE (2020)

"First Amendment Protections Get Broader for Government Employees," *Chicago Daily Law Bulletin* (2016)

"Regulatory Changes to the Illinois Wage Payment and Collection Act," *Justinian Society Newsletter* (2015)

"New FOIA Amendments to Ease Burden on Public Bodies," *Justinian Society Newsletter* (2015)

"Illinois Supreme Court Determines Arbitration Award Ordering Reinstatement of a Paraprofessional was Binding Because the Award 'Drew Its Essence' from the CBA," *Justinian Society Newsletter* (2014)

"When the Music Stops, Why Not Require Certain Title VII Plaintiffs to Find a Chair on Which to Rest Their Complaint," *The John Marshall Law Review*, (2009)

RECENT PRESENTATIONS

Is PERA Dead?? Implementation of a Local Appeals Process for Unsatisfactory Ratings, IASPA Annual Conference (January 2020)

A Workshop on Compliance with the Open Meetings Act and Illinois Freedom of Information Act, LUDA Annual Conference (October 2019)

Community College Trustees Training Session, ICCTA (June 2019)

ORGANIZATIONS

Chicago Bar Association

Illinois Council of School Attorneys

Illinois State Bar Association

National Council of School Attorneys

Treasurer, Justinian Society of Lawyers

Co-Chair, Justinian Society of Lawyers Endowment Fund Scholarship Committee

Member, Oakton Community College Paralegal Advisory Committee

Member, Triton College School of Business Advisory Legal Committee

Member, Board of Directors, Glenview Stars Hockey Association

UNICO National

Robbins Schwartz

HOWARD A. METZ

PARTNER, CHICAGO

312.332.7760

hmetz@robbins-schwartz.com

Howard Metz counsels and represents school districts, community colleges, park districts and municipalities with respect to real estate, commercial transactions, construction law and land use and zoning matters. He has resolved construction cases involving issues such as disputed architectural fees, construction defects, bidding disputes and construction delays. Howard has also litigated issues involving zoning laws and municipal control over school property.



RECENT PUBLICATIONS

Contributing author, "Joint Purchasing Everything You Want to Know but Are Afraid to Ask!" *UPDATE Magazine*, Illinois ASBO (2019)

Contributing author, "Public Body Social Media Rules Make Retention, Ready Retrieval Imperative," *Chicago Daily Law Bulletin* (2019)

Contributing author, "How Far Does the Law Allow Schools to Go?" *UPDATE Magazine*, Illinois ASBO (2018)

Co-author, "School Construction from Start to Finish: A Project Checklist," *School Business Affairs Magazine*, ASBO (2018)

Contributing author, "Organization, Finance, and Property," *Illinois School Law*, IICLE (2017)

"Look Before You Leap: Evaluating Your Joint Purchasing Options," *UPDATE Magazine*, Illinois ASBO (2016)

Contributing author, "School Property and Environmental Issues," *Illinois School Law*, IICLE (2010 and 2012)

RECENT PRESENTATIONS

Foolproof Contract that Abide by State Laws, 2019 Illinois ASBO Annual Conference (May 2019)

Construction Contracts: Boilerplate Language Landmines You May Not Know, NBI (February 2019)

PRACTICE AREAS

Commercial Transactions
Construction Law
Education Law
Finance
Municipal Law
Real Estate Development

EDUCATION

J.D., IIT Chicago-Kent
College of Law

B.S., University of Iowa

ADMITTED TO PRACTICE

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

Robbins Schwartz

JESSICA A. MILLIGAN

PARTNER, CHICAGO

312.332.7760

jmilligan@robbins-schwartz.com

Jessica counsels school districts and community colleges in all aspects of labor and employment law, including employee investigations, discipline and termination, civil rights, and federal and state employment discrimination matters under the Americans with Disabilities Act, Family and Medical Leave Act, Age Discrimination in Employment Act, Illinois Human Rights Act, and Title VII. Jessica also advises employers regarding collective bargaining, contract interpretation, grievance arbitrations, and unfair labor practices. Jessica represents clients in a variety of venues including both federal and state court, as well as the U.S. Equal Employment Opportunity Commission and the Illinois Department of Human Rights.

RECENT PUBLICATIONS

Contributing author, "Employment Discrimination," *School Law: Personnel and Student Issues, IICLE (2021 Edition)*

RECENT PRESENTATIONS

Navigating Payroll Laws: Wages and Recordkeeping Requirements, Illinois ASBO (March 2021)

Leave and Accommodation Requests: A Panel Discussion, Large Unit District Association (February 2021)

Employee Misconduct Investigations and Discipline During a Pandemic: Best Practices to Minimize Employer Liability, IASPA Annual Conference (January 2021)

Leave and Accommodation Rights in the COVID-19 Workplace, Illinois Council of School Attorneys and Illinois Association of School Boards (October 2020)

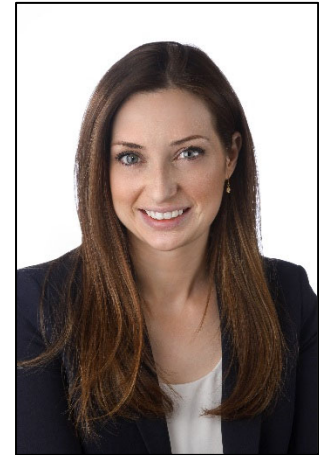
Free Speech on Campus, Illinois Community College Chief Student Service Officers (March 2020)

Navigating Payroll Laws, Illinois ASBO Bookkeepers Conference (March 2020)

Administrators Legal Update, Concordia University (December 2019)

Navigating Background Checks in Today's Environment, Illinois ASBO (May 2019)

Employee Misconduct Issues: Effective Management Strategies for Defensible Discipline/Discharge, Concordia University (April 2019)



PRACTICE AREAS

Labor & Employment

EDUCATION

J.D., *cum laude*, Michigan State University College of Law

B.A., Michigan State University

ADMITTED TO PRACTICE

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Central District of Illinois

U.S. District Court for the Southern District of Illinois

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Western District of Michigan

Supreme Court of Illinois

Supreme Court of Michigan

ORGANIZATIONS

American Bar Association

Illinois Bar Association

Illinois Council of School
Attorneys

Michigan Bar Association

National Council of School
Attorneys

Robbins Schwartz

M. NEAL SMITH, JR.

PARTNER, LISLE

630.929.3639

nsmith@robbins-schwartz.com

Neal represents municipalities, school districts, community colleges and other local governmental clients as well as companies and individuals in a wide range of complex legal matters. In addition to representing clients in tort and commercial litigation, Neal represents clients in several unique areas of the law including land use and zoning litigation, construction litigation and election law and campaign finance matters. Neal has represented clients in state and Federal Court and before administrative agencies such as the Illinois State Board of Elections, the Illinois Commerce Commission, and the Illinois Labor Relations Board.

Neal advises clients in contract drafting and review. For local governmental clients, he prepares and reviews ordinances, resolutions and intergovernmental agreements, attends board and committee meetings and advises elected and appointed officials and employees on all types of legal issues that concern local governmental clients.

AWARDS

Illinois Leading Lawyer, Election, Political & Campaign Law; Governmental, Municipal, Lobbying & Administrative Law; Land Use, Zoning & Condemnation Law; and School Law

RECENT PUBLICATIONS

Author, "Court affirms candidate's ballot removal, resolves lower court split," *Chicago Daily Law Bulletin* (2021)

Co-Author, "Variations, Special Uses, and Appeals from Administrative Decisions" *Land Use Law: Practice and Procedure, IICLE* (2021)

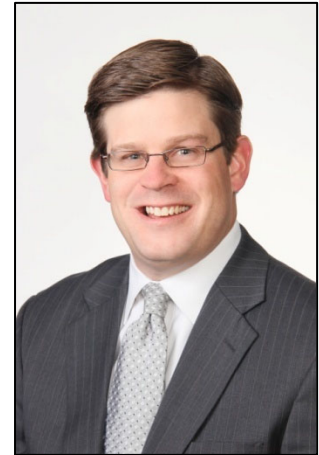
Author, "Residency" *Election Law, IICLE* (2020)

Author, "Vacancies in Office and Vacancies in Nomination" *Election Law, IICLE* (2020)

Author, "Federal courts weigh in on state's Nov. 3 ballot access requirements," *Chicago Daily Law Bulletin* (2020).

Co-author, "High Court Gives Detailed Account on Torts, Discretionary Immunity," *Chicago Daily Law Bulletin* (2020)

Author, "Campaign Finance and Disclosure Requirements in Illinois" *DCBA Brief* (2020).



PRACTICE AREAS

Commercial Law
Construction Law
Litigation
Municipal Law
Real Estate Development
Zoning, Planning & Land Use

EDUCATION

J.D., *cum laude*, Northern Illinois University College of Law

B.A., Hampden-Sydney College

ADMITTED TO PRACTICE

U.S. District Court for the Central District of Illinois

U.S. District Court for the Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

American Bar Association
Chicago Bar Association
DuPage County Bar Association
Illinois Bar Association
Will County Bar Association

Co-author, "Alarm Contractors' Argument Gets Green Light to Challenge Ordinance," *Chicago Daily Law Bulletin* (2019)

Author, "Police Officers' and Firefighters' Pension Boards" *Municipal Law: Financing, Tax and Municipal Property*, IICLE (2018)

Co-author, "1st District Refuses to Sanction 'Side Letter' Pension Spike," *Chicago Daily Law Bulletin* (2018)

"Settlement Crumbles; Appeals Court Declines to Put Pieces Back Together," *Chicago Daily Law Bulletin* (2015)

"On Public Display: Advertising in Schools," *UPDATE Magazine*, Illinois ASBO (2015)

"Could Your Township Benefit From the Work of a Committee?" *Township Perspective*, Township Officials of Illinois (2013)

Co-author, "Annual Town Meetings" and "Town Budget and Levy Process," *Township Clerks Handbook*, Township Clerks of Illinois (2013)

"What to do when Unsafe Properties Pose a Threat to the Welfare of the Citizens in your Township," *Township Perspective*, Township Officials of Illinois (2012)

RECENT PRESENTATIONS

Legal Issues Impacting Not-for-Profit Corporations in Illinois, Bolingbrook Area Chamber of Commerce Nonprofit Coalition (February 2020)

Statutory Requirements and Ethical Considerations for Public Officials, Illinois Government Finance Officers Association (September 2019)

Intervening in Pension Board Disability Hearings, 106th Annual Conference of the Illinois Municipal League (September 2019)

Robbins Schwartz

EMILY P. BOTHFELD

ASSOCIATE, CHICAGO

312.332.7760

ebothfeld@robbins-schwartz.com

Emily practices in the area of education law with a focus on student and higher education matters. She counsels school districts and higher education institutions on a variety of issues, including matters related to student discipline, Title IX, free speech, student disability rights, student data privacy and policy development. She has extensive experience representing educational institutions in responding to complaints filed with the U.S. Department of Education's Office for Civil Rights, Illinois State Board of Education, Office of the Illinois Attorney General and Illinois Department of Human Rights. Emily regularly represents school districts and higher education institutions in state and federal court on civil rights and constitutional claims and breach of contract claims.

Prior to joining Robbins Schwartz, Emily represented students with disabilities in special education matters. Emily attended the George Washington University Law School, where she was a member of the George Washington International Law Review and the GW Law Moot Court Board. Prior to attending law school, Emily taught high school mathematics and science in Hangzhou, China.

RECENT PUBLICATIONS

"Disabled Athlete Can't Support ADA Claims," *Chicago Daily Law Bulletin* (2018)

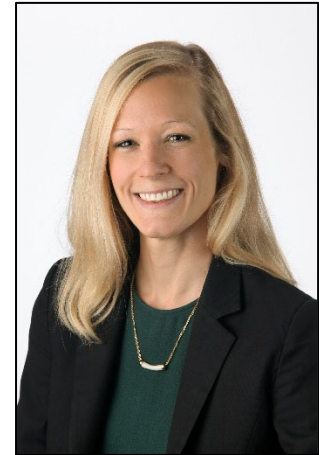
RECENT PRESENTATIONS

Legislative Update: A Review of New (and Proposed) Laws Affecting Illinois Community Colleges' Risk Management Practices, Illinois Community College Chief Financial Officers Fall Conference (October 2019)

A Student's "Right" to a College Education: Due Process Rights in Academic and Non-Academic Discipline, Illinois Community College Chief Student Services Officers' Summer Meeting (June 2019)

Updates and Recent Developments out of the U.S. Department of Education, Chicago Bar Association Education Law Committee Spring Seminar (March 2019)

Legal Hot Topics for Nursing Program Administrators and Faculty, Illinois Organization of Associate Degree Nursing (March 2019)



PRACTICE AREAS

Education Law
Higher Education
Special Education
Student Discipline

EDUCATION

J.D., *with honors*, George Washington University Law School

B.S., *cum laude*, Vanderbilt University

ADMITTED TO PRACTICE

U.S. Court of Appeals for the Seventh Circuit

U.S. District Court for the Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

Chicago Bar Association

Illinois Council of School Attorneys

National Council of School Attorneys

Robbins Schwartz

AMANDA E. CAMPO

ASSOCIATE, CHICAGO

312.332.7760

acampo@robbins-schwartz.com

Amanda practices in labor and employment law, with a focus on traditional labor. She counsels and represents public and private employers in labor relations, employee discipline, and federal and state employment discrimination matters under the Americans with Disabilities Act, Family and Medical Leave Act, Age Discrimination in Employment Act, Illinois Human Rights Act, Title VII, and other anti-discrimination laws. Amanda also counsels employers regarding contract interpretation, grievance arbitrations, and unfair labor practices. She also assists educational institutions with compliance under Title IX and applicable state laws.

During law school, Amanda clerked at a firm representing public employers in labor matters, where she assisted with grievance and interest arbitrations.

RECENT PUBLICATIONS

Author, "Student Political Activism and Its Changes in the Age of Social Media," *Chicago Daily Law Bulletin* (2020)

Co-Authored "Social Media and Public Employers: Do You Need to "Share" a New Policy?," *Clark Baird Smith Newsletter: Ted Clark Legal Corner* (2019)



PRACTICE AREAS

Labor & Employment

EDUCATION

J.D., Chicago Kent College of Law

B.A., Loyola University

ADMITTED TO PRACTICE

Supreme Court of Illinois

ORGANIZATIONS

American Bar Association

Illinois State Bar Association

Justinian Society

Robbins Schwartz

THOMAS C. GARRETSON

ASSOCIATE, CHICAGO

312.332.7760

tgarretson@robbins-schwartz.com

Tom counsels employers in all aspects of labor and employment law, including internal misconduct investigations, disciplinary action, labor relations, collective bargaining, and federal and state employment discrimination matters under the Americans with Disabilities Act, Family and Medical Leave Act, Age Discrimination in Employment Act, Illinois Human Rights Act, Title VII, and other federal and state anti-discrimination and wage laws. Tom represents employers in a variety of venues, including federal/state courts, the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and federal/state labor boards.

Prior to joining Robbins Schwartz, Tom worked in Labor Relations for the Cook County Health System. During law school, Tom interned with the U.S. Equal Employment Opportunity Commission's Enforcement Unit.

RECENT PUBLICATIONS

"Get off my Property: SCOTUS Limits Union Access to Employer Premises," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Recent Department of Labor Opinion Letters: Pay for Training and Travel," *Employment and Labor Law Flashpoints*, IICLE (2021)

"Seventh Circuit: Jury, Not Judges, Must Decide Coach's Sex Discrimination Claim," *Employment and Labor Law Flashpoints*, IICLE (2020)

"Unions Strike Back Through Amendments to Illinois Public Labor Acts," *Employment and Labor Law Flashpoints*, IICLE (2020)

"Heading Into the New Year with New Employment Laws," *Employment and Labor Law Flashpoints*, IICLE (January 2019)

RECENT PRESENTATIONS

Employee Misconduct Investigations and Discipline During a Pandemic, IASPA Annual Conference (January 2021)

Is it ADA, FMLA, or Other Leave? Navigating the Murky Waters of Employee Leave Benefits, IAPD/IPRA Soaring to New Heights Conference (January 2020)

Updates from the DOL: New Developments for FMLA, FLSA, and IWPCA, IAPD/IPRA Soaring to New Heights Conference (January 2020)

A Step-by-Step Guide to the ADA Interactive Process, IAPD/IPRA Soaring to New Heights Conference (January 2019)



PRACTICE AREAS

Labor & Employment

EDUCATION

J.D., Chicago-Kent College of Law

B.A., *with honors*, Michigan State University

ADMITTED TO PRACTICE

U.S. District Court for the Northern District of Illinois

Supreme Court of Illinois

ORGANIZATIONS

Chicago Bar Association

Conducting Employee Misconduct Investigations: Best Practices to Minimize Employer Liability, IAPD/IPRA Soaring to New Heights Conference (January 2019)

Robbins Schwartz

CHRISTOPHER R. GORMAN

ASSOCIATE, CHICAGO

312.332.7760

cgorman@robbins-schwartz.com

Chris practices in the firm's commercial, construction, and real estate practice groups, representing public sector clients in commercial transactions, contracting, construction and related transactional matters. Chris has also served in the firm's labor and employment practice group and counseled employers in all aspects of labor and employment law, including labor relations, collective bargaining, grievance and dispute resolution, workplace investigation, employee discipline, terminations and reductions in force, and employment discrimination. Chris also advises clients on board governance and compliance with the Illinois Freedom of Information Act and Open Meetings Act.

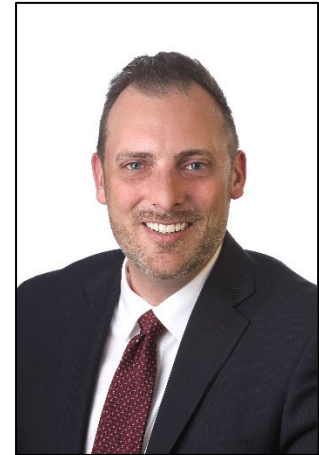
Prior to joining Robbins Schwartz, Chris served as in-house counsel for a nonprofit organization, a charter school management organization and a state regulatory agency overseeing higher education financing.

RECENT PUBLICATIONS

Contributing author, "Labor Issues in the Transactional Side of the Project," *Construction Law: Transactional Considerations 2021 Edition*, IICLE (2021)

"Continuing Controversy Over FCC's Efforts to Improve Broadband Connectivity," *Energy, Utilities, Telecommunications and Transportation Newsletter*, Illinois State Bar Association (2021)

"The Future of For-Profit Online Charter Schools," *Labor and Employment Law Quarterly*, American Bar Association (2016)



PRACTICE AREAS

Commercial Transactions
Construction Law
Labor & Employment
Real Estate Development

EDUCATION

J.D., University of
Minnesota Law School

B.A., University of
Minnesota – Twin Cities;
Presidential Scholar

ADMITTED TO PRACTICE

Supreme Court of Illinois

ORGANIZATIONS

Chicago Bar Association

Illinois State Bar
Association

Robbins Schwartz

SUSAN E. NICHOLAS

SENIOR COUNSEL, CHAMPAIGN

217.363.3040

snicholas@robbins-schwartz.com

Susan E. Nicholas focuses her practice on serving employers, educational entities, municipalities and other public bodies in all aspects of labor and employment law and general student matters.

Susan is the former President and Treasurer of the Decatur Bar Association's Executive Board. She also served as a Macon County Teen Court Moderator.

Prior to joining Robbins Schwartz, Susan practiced in a variety of areas including family law, criminal defense, estate planning, and civil litigation. Susan is also a former Assistant State's Attorney in the Macon County State's Attorney Office.

AWARDS

Illinois "Emerging Lawyer" by *Emerging Lawyers Magazine* (2015)

RECENT PUBLICATIONS

Contributing author, "Employment Discrimination," *Illinois School Law*, IICLE (2010, 2012 and 2014)

RECENT PRESENTATIONS

Ethics and Conflicts of Interest for Municipal Elected Officials, Illinois Municipal League Newly Elected Officials Workshop (June 2017)

Navigating the FLSA: Compliance and Avoiding Common Pitfalls, Illinois Association of School Board Administrators Workshop (October 2017)

Western Illinois Administrator's Roundtable (2016, 2017, 2018)



PRACTICE AREAS

Education Law
Employee Benefits
Labor & Employment
Litigation
Municipal Law
Student Discipline

EDUCATION

J.D., *magna cum laude*,
Southern Illinois
University School of Law

B.A., Illinois Wesleyan
University

ADMITTED TO PRACTICE

U.S. Court of Appeals for
the Seventh Circuit

U.S. District Court for the
Central District of Illinois

U.S. District Court for the
Northern District of Illinois

Supreme Court of Illinois

Supreme Court of
Missouri

ORGANIZATIONS

Illinois State Bar
Association

Decatur Bar Association