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480 Marshburn Drive
Bronson, FL 32621
352-949-3786
kalee.wade@levyk12.org

TREASURER
Tonya Whitehurst
Putnam County School District
200 Reid Street
Palatka, FL 32177
386-329-0538
twhitehurst@my.putnamschools.org

PROGRAM COORDINATOR
Mandy Smith
School Board of Levy County
480 Marshburn Drive
Bronson, FL 32621
352-486-5231
amanda.smith@levyk12.org

DIRECTOR
Kella Grant, M.Ed.
Duval County Public Schools
1701 Prudential Dr.
Jacksonville, FL 32207
904-390-2416
grantk@duvalschools.org

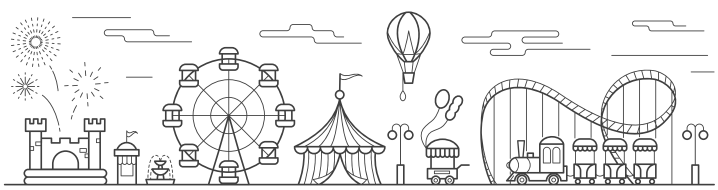
DIRECTOR
Carolyn Hevey
Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773
407-320-0083
carolyn_Hevey@scps.k12.fl.us

DIRECTOR
Anna Rossano-Arnold
NEFEC
3841 Reid Street
Palatka, FL 32177
386-329-3855
Rossano-ArnoldA@nefec.org

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Bunnell, FL 32110
(386) 586-2391
WalkerJ1@Flaglerschools.com

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WEDNESDAY, NOVEMBER 4, 2026	
9:00 AM	**EARLY ACCESS: THE PRE-CONFERENCE EXPERIENCE** VERSA / Certification Training with Bureau of Educator Certification Partners New Users (3 or Less Years of Experience) Lunch on your own
1:00 PM	All Users
THURSDAY, NOVEMBER 5, 2026	
7:15 AM	**PARK CENTRAL: OPENING DAY** Registration, Continental Breakfast & Explore the Midway
8:15 AM	**CENTER STAGE & THE MAIN EVENT** Welcome & A Special Tribute to Carolyn Hevey Keynote with Brian Stephens, Caissa K-12 - Palms C & D
9:45 AM	**EXPLORE THE MIDWAY** Vendor Connections & Refreshment Break Palms A & B
10:05 AM	**FEATURED ATTRACTION** Beyond the Offer: Building a Workplace People Want to Stay In, Jeff Parsons, GCU - Palms C & D
11:00 AM	**MIDWAY EATS** Buffet Lunch & Visit with Sponsors - Palms A & B
12:15 PM	**CHOOSE YOUR ADVENTURE — ROUND 1** 1. Navigating Educator Certification with BEC (Part 1) - Palms C & D 2. Handling Difficult Conversations - Cypress 3 & 4
1:25 PM	**CHOOSE YOUR ADVENTURE — ROUND 2** 1. Navigating Educator Certification with BEC (Part 2) - Palms C & D 2. Staffing Smarter: How Districts Are Creating Their Own Teacher Pipelines, Bloomboard & Panel of Experts - Cypress 3 & 4







THURSDAY, NOVEMBER 6, 2026 (CONTINUED)	
2:20 PM	**THE REFRESH ZONE & SPONSOR NETWORKING**
2:40 PM	**CHOOSE YOUR ADVENTURE — ROUND 3** 1. FEFP Overview for Teacher Certification, Auditor General - Palms C & D 2. Legal Update - Federal and State Laws Impacting Personnel Decisions - Cypress 3 & 4
3:45 PM	**THE HR CAROUSEL: ROUNDTABLES** Carousel 1: Out of Field / Audit / Certification Q&A - Palms C & D Carousel 2: HR Basics / Evaluations / Progressive Discipline - Cypress 3 & 4
5:00 - 6:15 PM	**MEET US ON THE MIDWAY** FASPA Networking Reception - Embassy Suites Lounge
FRIDAY, NOVEMBER 6, 2026	
7:15 AM	**PARK GATES OPEN** Registration, Continental Breakfast & Explore the Midway
8:15 AM	**PARK CENTRAL: GENERAL SESSION** Veterans' Tribute, Business Meeting, Recognitions & Door Prizes - Palms C & D
9:00 AM	**FEATURED ATTRACTION** Hold On Tight: Florida's 2026 Education Session Recap and the Twists and Turns Coming in 2027, Danielle Thomas - Palms C & D
10:15 AM	**THE CHILL ZONE** Morning Break • Refresh • Recharge • Visit Our Sponsors - Palms A & B
10:30 AM- 12:00 PM	**BACK TO THE ACTION** Timely and Efficient Reporting to the Office of PPS, Randy Kosec Fingerprinting – AHCA Palms C & D

Session Descriptions - Thursday - November 5, 2026

KEYNOTE

Champions of Tomorrow - The Unwavering Power of Public Schools
Brian Stephens, Caissa K-12
A heartfelt tribute to educators, staff, and leaders who dedicate their lives to the mission of public education. Celebrate the indispensable role public schools play in shaping the future of students and the future of the nation itself. With stories of resilience, passion, and impact, this speech reminds every person in public education why their work is the cornerstone of a thriving democracy.

GENERAL SESSION (10:05 AM)

Beyond the Offer: Building a Workplace People Want to Stay In
Jeff Parsons, Project Manager, K12 Educational Outreach, Grand Canyon University
Retention begins with relationships. This session examines factors that drive staff satisfaction and commitment, including recognition, growth, communication, and trust. Explore how to create an environment that supports long-term engagement. Key Focus Areas:

- Employee satisfaction and motivation
- Communication as a retention tool
- Recognition and engagement practices
- Workplace culture and retention

CONCURRENT SESSIONS

Navigating Through Educator Certification (Part 1 - 12:15 PM, Part 2 - 1:25 PM)
BEC, Florida Department of Education
In this session, participants will gain a deeper understanding of educator certification statutes and rules. Participants will also learn about the changes to the certification application process.
(This is NOT a repeat session.)

Handling Difficult Conversations (12:15 PM)
Jeff Parsons, Project Manager, K12 Educational Outreach, Grand Canyon University
Explore ways to improve your communication strategies when engaging in difficult conversations with parents and colleagues. Key Focus Areas

- Why conversations can be hard
- Why we avoid hard conversations
- Strategies for success when having a difficult conversation

Staffing Smarter: How Districts Are Creating Their Own Teacher Pipelines (1:25 PM)
Dr. Michelle Licata Senior Partnerships Manager, Bloomboard
Florida's teacher shortage isn't coming—it's already here. And for many districts, the solution may already be walking their hallways. In this panel session, Florida HR leaders will share how they are building Grow Your Own teacher pathways by identifying and supporting aspiring educators already connected to their schools and communities. Panelists will share practical strategies, lessons learned, partnerships, funding approaches, and support systems that are helping districts build stronger teacher pipelines from within.

Panelists will include Alexis Brown-Hernando, Steffanie Immerfall-Okeechobee, and Tonya Whitehurst-Putnam.

THURSDAY (continued)

FEFP Examination Overview for Teacher Certification (2:40 PM)

Alex Riggins, Audit Coordinator, Florida Auditor General

We will discuss the process for the Teacher Certification phase of the FEFP Attestation Examination and review common issues that result in examination findings and FTE adjustments.

Legal Update - Federal and State Laws Impacting School and College Personnel Decisions (2:40 PM)

Lisa Augspurger, Attorney, Bush & Augspurger, P.A.

Nancy Blastic, Attorney, Walker, Revels, Greninger, PLLC

The legal landscape, both Federal and Florida, is constantly changing in regard to school and college operations. This includes personnel decisions in relation to hiring, retention, and termination. An overview of the changes and how your school or college may be affected will be discussed.

Roundtable Discussions (3:45 PM)

An opportunity to ask questions and share valuable information with your HR partners from around the state.

Carousel 1: Out of Field / Audit/ Certification Q&A

Carousel 2: HR Basics / Evaluations / Progressive Discipline

Session Descriptions - Friday - November 6, 2026

GENERAL SESSIONS

Hold On Tight: Florida's 2026 Education Session Recap and the Twists and Turns Coming in 2027

Presenter: Dr. Danielle Thomas, Government Affairs Consultant, Sunrise Consulting Group

Florida's 2026 legislative session brought plenty of twists, turns, and unexpected stops. This session will highlight the key legislation impacting school personnel, including changes to educator certification, evaluations, compensation, and administrative requirements—as well as major proposals that never left the station. Then, we'll look around the bend to 2027 and explore what may be coming next so districts can prepare for the ride ahead.

Timely and Efficient Reporting to the Office of Professional Practices Services and Background Screening Updates

Presenters: Randy Kosec, Jr., Chief, Office of Professional Practices Services

Taylor Haddock, Agency for Health Care Administration

This session will help you better understand who and what to report to the Office of Professional Practices Services, review recent legislative and rule changes, and build awareness so you can proactively support your staff in understanding recent cases and making good choices.

There will also be a time with AHCA.

Please take the time at the end of the conference to complete a quick survey to help us plan for 2027!

Scan the QR Code above, or click the link below.
THANK YOU!

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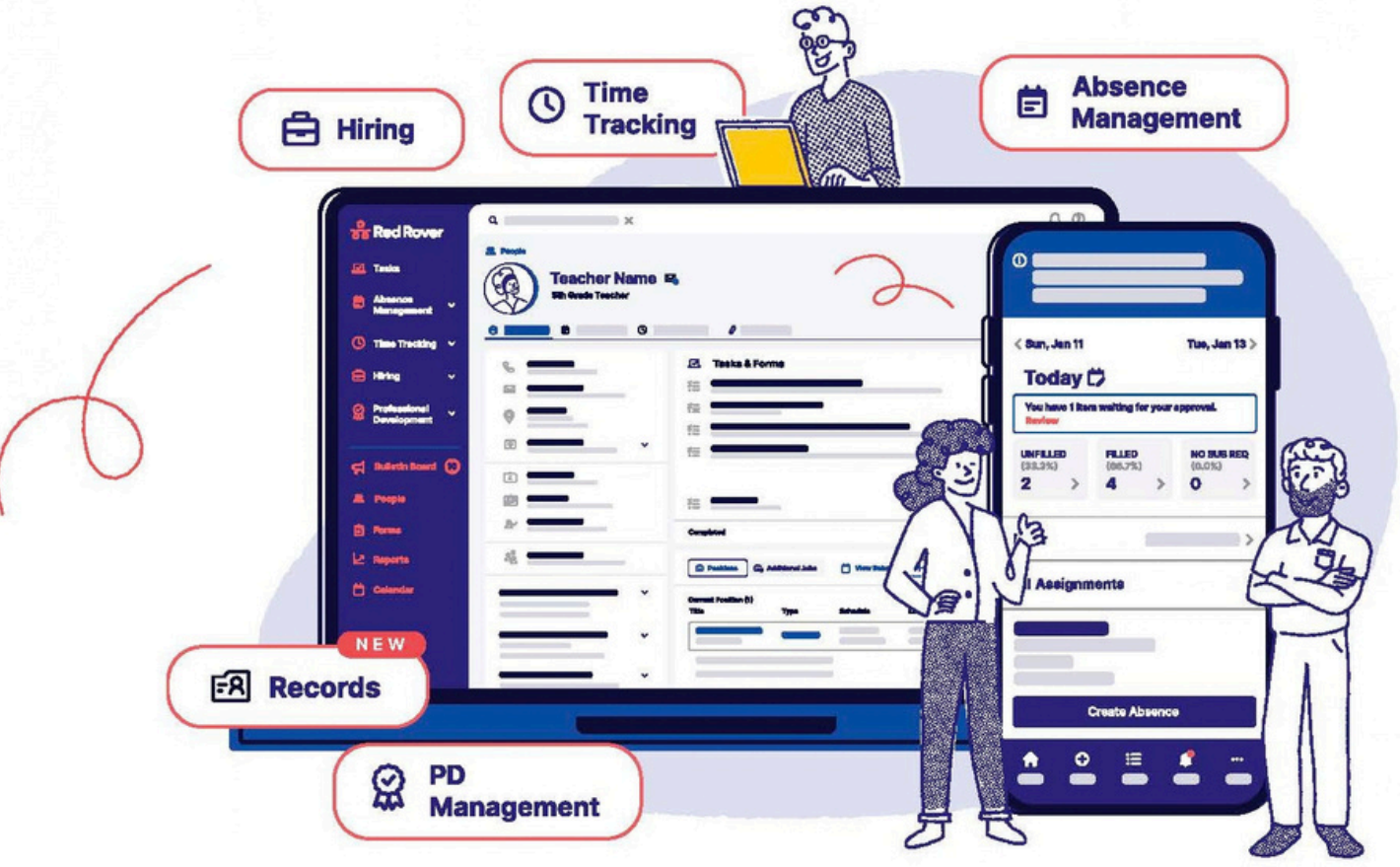
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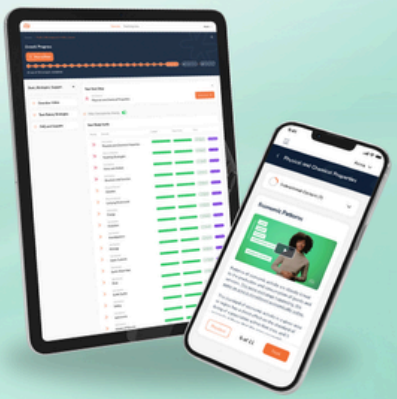
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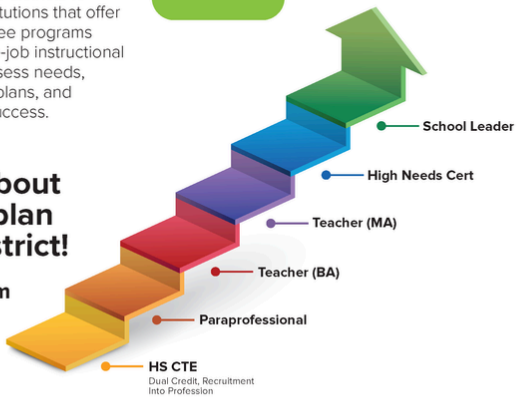
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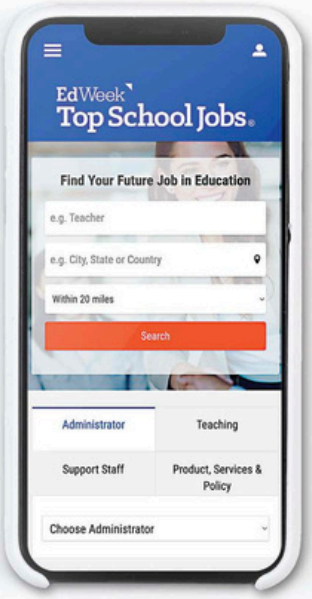


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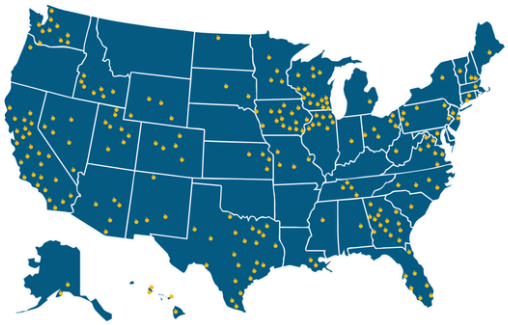
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We encourage our members to visit our sponsors, learn about the services and resources they provide, and thank them for supporting FASPA.

Thank you for being part of our FASPA adventure and helping us keep the ride going!



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We hope you leave refreshed, encouraged, and equipped with new ideas, practical resources, and connections that will continue long after the conference ends.

The world of school personnel certainly comes with its share of twists, turns, unexpected drops, and uphill climbs, but, thankfully, we don't have to navigate them alone. That's what makes FASPA so special. We learn from one another, support one another, and make each other better.

Thank you for the important work you do every day to support the employees who serve Florida's students.

Until our next adventure—keep bringing the heat, keep your cool, and enjoy the ride!
— Your FASPA Board

We look forward to seeing you in 2027!
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