



The  
**Metro Bureau** presents

# MARCH MADNESS

*and our three-pointer*



Presented by:

**MARTHA J. MARCERO AND TIMOTHY T. GARDNER, JR.**

Thrun Law Firm, P.C.

In 2021, school officials will confront a variety of challenges related to handling collective bargaining issues, grievances, and addressing employee-related Americans with Disabilities Act concerns as the COVID-19 pandemic continues. The presenters will discuss how school officials can identify and eliminate unfavorable contract provisions from their district's collective bargaining agreements and how to address grievance issues ranging from school safety to providing virtual instruction to students during the pandemic.

School officials have also confronted a myriad of issues related to the Americans with Disabilities Act and reasonable accommodations that maybe provided to employees during the COVID-19 pandemic.

This presentation will address:

- Important Tips on Handling Grievances
- Top 7 Contract Provisions that should be eliminated from a Collective Bargaining Agreement
- ADA and Reasonable Accommodations
- Late Breaking Legal Developments

This presentation will also address any federal or state legal developments that have occurred.

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**Who should attend:** Superintendents, Human Resources Professionals, Central Office Staff, Marchand Board of Education Members.

**When:** **Tuesday, March 16, 2021**  
9:00 a.m. until 11:00 a.m.

**Where:** Zoom – Link provided upon [registration](#)

## About the Presenters



**Martha J. Marcero** joined Thrun Law Firm in 1985. She graduated from Wayne State University (B.S., with distinction, 1980) and Wayne State University Law School (J.D., *cum laude*, 1985). She also holds a Master's degree in Labor and Industrial Relations from Wayne State University (1985).

She has been a Thrun attorney since her graduation from law school and practices in the areas of labor law and general school law.

Martha is a member of the State Bar of Michigan (Labor and Employment Law section), the Ingham County Bar Association, the American Bar Association (Labor and Employment Law section), and the Michigan Negotiators Association. She is a contributing author to the Michigan Public Employer Labor Relations Association Labor Relations Manual and has written on sexual harassment in schools.

She represents and advises schools in tenure discrimination, arbitrations, unfair labor practices, state and federal law; and student issues. She regularly serves as Chief Spokesperson in professional and support labor negotiations, and fact finding.



**Timothy T. Gardner, Jr.** received his J.D. from Cleveland Marshall College of Law in 2000. Tim graduated with a B.A. from Eastern Michigan University in 1997. While at Eastern Michigan University, he was a member of the Golden Key National Honor Society.

Tim concentrates his practice on providing labor and employment counsel to public school districts. He advises clients on issues involving their collective bargaining agreements and general school law matters. Tim also counsels clients on the Freedom of Information Act, Family Medical Leave Act, Open Meetings Act, and the Teachers' Tenure Act. He conducts investigations into employee misconduct and makes recommendations to clients. Tim also provides legal advice to municipal clients.

Tim is a member in good standing of the Ingham County Bar Association, National Council of School Attorneys, the American Bar Association (Labor and Employment) and the Michigan Council of School Attorneys. In 2017, Tim was elected to the Board of Directors for the Michigan Council of School Attorneys. Tim was elected as the President of the D. Augustus Straker Bar Association (2007-2008) and served on its Board of Directors (2005-2008) in Oakland County, Michigan. He was appointed to the Bar Leadership Committee for the State Bar of Michigan (2007-2011) and was elected Vice-Chair for the Young Lawyers Section (2008-2009). Tim also served as a Board Member of the Sickle Cell Disease Association, Michigan Chapter (2004-2009).