

GUIN MUNDORF

LLC

Attorneys at Law

Caleb J. Mundorf
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February 14, 2025

Jeanne Lomax
President, Board of Trustees
Mississippi Valley Library District
Collinsville Memorial Library
408 W. Main St.
Collinsville, IL 62234
Exclusively via Email: Jeannelomax67@gmail.com

Re: Legal Services Proposal

Dear Ms. Lomax:

Guin Mundorf, LLC, is pleased to present the following Proposal for Legal Services to the Mississippi Valley Library District ("MVL D").

FIRM QUALIFICATIONS AND EXPERIENCE

Guin Mundorf, LLC, is a preeminent public entity law firm that represents more than 60 public entities throughout Illinois. Our firm is a full service, civil practice law firm whose practice includes one of the largest public entity law groups in the mid-west. Our firm has individual firm offices in Collinsville, Illinois, and Kansas City, Missouri.

The Collinsville, Illinois, office includes attorneys Barney R. Mundorf, Eugene J. Hansas, Jr., Dana Bond, Caleb Mundorf, and Mitchel Maglione. The firm and its members provide unparalleled legal services to public entities throughout Illinois.

Barney Mundorf is the principal attorney in our Collinsville office. Mr. Mundorf has over twenty-nine years of legal experience, serving eight years as an attorney for the Federal Government and twenty-one years in private practice, devoting 100% of his time to representing Illinois public entities. This experience includes representation of public entities in contested matters, advising and assisting public Boards and management staff in legal matters, providing legal opinions to public entities in matters of operating practice, policy and contractual matters, representation of the public entities in contested matters before state agencies, and acting as general counsel to public entities in all matters.

Caleb Mundorf will serve as the lead attorney for the MVL D. Caleb has dedicated his practice to servicing Illinois public entities. Caleb focuses his practice on labor and employment, policy development, and labor negotiations. Caleb has represented public entities in Illinois Human Rights complaints, EEOC complaints, employee dismissal hearings, and has successfully bargained multiple labor contracts. Additionally, Caleb routinely presents on complex legal issues across the State of Illinois, including topics on collective bargaining, FMLA, and Title IX.

General Counsel

Our attorneys regularly provide public entities, their boards, and their staff with detailed legal guidance and represent them in all aspects of their legal matters. Our attorneys are skilled in identifying legal issues for public entities and overseeing the resolution of legal issues to avoid potential liability, including but not limited to areas of governance, policy, personnel, labor, competitive bidding, construction, real estate, taxation, and federal and state law compliance.

Our firm will provide advice and assistance in the preparation and review of all legal documents, leases, papers, deeds, contracts, specifications, bonds, waivers, and other legal drafting as may be required and useful or necessary in the conduct of public entity's operations.

Our attorneys are well versed at providing detailed and accessible legal opinions to public entities with respect to a wide range of compliance issues, including state and federal laws, administrative regulations, and best practices.

Enforcing Rights

Our attorneys assist public entities in enforcing their rights through the filing of lawsuits on behalf of public entities and individuals. We are experienced and capable in serving as counsel on any matters pertaining to a lawsuit filed on behalf of the public entity, including throughout filing, discovery, trial, post-trial, and any appellate practice that is required by the case. Likewise, we are adept at counseling public entities through a variety of administrative actions or arbitrations that are required to enforce and defend the rights of a public entity.

Our firm will institute and bring to conclusion in courts or administrative tribunals all actions for the recovery or possession of dwelling units or for the collection of rent. We will handle all legal matters relating to tenant/landlord aspects of leases.

Legal Defense

Our attorneys have a breadth of experience in the defense of all types of civil litigation claims. Our experience in this area spans the entire spectrum from defending public entities in basic administrative proceedings through complex litigation, including through federal investigations, administrative hearings, arbitrations, and state and federal litigation culminating in settlement, trial, or resolution on appeal. Recent claims our firm has defended against include personal injury, civil rights, breach of contract, wrongful death, and construction and real estate litigation.

Our firm ensures that we have sufficient staffing and expertise to respond promptly and comprehensively to any complaints and cases filed against a public entity.

Construction

Our representation of public entities in the area of construction law involves two phases. First, is the pre-construction phase. In this area, we prepare or review and revise bidding specifications, general conditions, architects, construction manager, and builder contracts. Standard construction contracts always favor the architects and contractors. Our revisions to standard contract language ensure that public entities receive the quality they pay for and that the service providers are accountable for their work.

The second phase of construction law is litigation over construction disputes. We routinely represent public entities in construction disputes involving all aspects of projects from failure to timely complete, construction defects, construction bids to construction inquiries.

Our firm is familiar with residential and commercial leases, Americans with Disabilities Act, Uniform Federal Accessibility Standards, licenses, titles, easements, and local and state codes.

Employment Law

Much of the litigation that our attorneys handle involves allegations that a public entity discriminated against an employee in some employment decision. By law these suits must originate with an investigation by the Illinois Department of Human Rights or U.S. Equal Employment Opportunity Commission.

In addition, we provide in-service training to staff to ensure they understand professional boundaries and legal obligations, and that they do not violate the trust placed in them by their communities and the Board of Commissioners.

FMLA

Family and Medical Leave Act (FMLA) litigation matters are best avoided by developing appropriate and effective policies and practices. We have prepared and/or reviewed and revised FMLA policies for numerous public entities. Establishing the "plan year" limits the employee's absences from work by avoiding back-to-back FMLA leave. Requiring FMLA leave to run concurrently with sick leave, personal leave, and/or vacations limits the disruption to business operations. Most FMLA suits involve allegations that employees were retaliated against for exercising their FMLA rights. These suits generally occur because of poor timing and lack of documentation. Our attorneys have successfully counseled clients at this pre-litigation stage to avoid lawsuits and ensure that the public entity's decisions are upheld in Court. Where litigation has

ensued, we have successfully defended public entities in FMLA actions.

ADA

Americans with Disabilities Act (ADA) cases often interrelate with FMLA and Workers' Comp issues. In analyzing ADA matters, care must be taken to consider the interplay of other federal and state statutes. Firm attorneys are frequently called upon to provide training on the interplay of these statutes. We have assisted employers and public entities in developing accurate job descriptions setting out the "essential functions" of each job category – the key to successfully resolving ADA accommodation issues. Firm attorneys have regularly and successfully defended public entities in ADA and ADA retaliation suits.

Contracts

Our firm has experience in negotiating contracts for service, which includes but is not limited to, the procurement of supplies, services, professional services and construction.

Firm attorneys regularly provide legal counsel in the negotiation, construction and legal review of contracts. This includes providing contract interpretation and representing the public entities in any commercial claims matters, including in any litigation.

Policies

Frequently the success of a public entity in litigation depends upon the quality of policies and the awareness of these policies by the staff. We routinely review, revise and prepare policies for our clients to ensure the policies remain current with ever-changing federal and state laws.

Open Meetings Act

Firm attorneys work with public entity clients to address Open Meeting Act issues by providing training to Board members and staff; by preparing policies involving public entity records, and in litigating alleged violations of the Act.

Vendor Actions

Firm attorneys are often called upon to assist public entities in disputes with individual vendors. However, we can help public entities minimize these disputes by reviewing and revising vendor contracts to minimize the likelihood of vendor-initiated litigation. For example, contractually requiring that disputes be litigated in the county where the public entity is located rather than where the vendor's office is located is a deterrent to companies to bring suit against the public entity. Our attorneys are trained and experienced in modifying vendor contracts to protect our clients.

*Personnel and
Employee Relations*

A significant portion of the Firm's practice is devoted to assisting public entities in dealing effectively with problem employees. Our attorneys not only advise public entities on legal requirements in terminating incompetent employees, they also help draft warning

letters, notices of deficiencies, statements of charges, and other statutorily required notices.

In addition, the Firm's attorneys have experience representing public entities in the whole gamut of employment problems: non-renewals of contractual employees, employee arbitrations, sexual harassment, overtime, Fair Labor Standards Act issues, unemployment compensation appeals, reductions in force, Americans with Disabilities Act issues, worker's compensation, and discrimination complaints by employees and former employees.

Labor Relations

Our Firm's attorneys are experienced in the negotiation of agreements with labor groups. We have experience in the administration of collective bargaining agreements and in the defense and prosecution of unfair labor practice charges, grievances and arbitrations. Although our attorneys aggressively represent our clients' interests, our relationship with labor organizations remains professional and positive. Our attorneys have successfully represented many public entities in union representation elections and in bargaining with employee groups.

LICENSE

All attorneys in the Collinsville office of Guin Mundorf, LLC, are currently licensed to practice law in the States of Illinois. These licenses to practice law, issued by the Illinois Supreme Court, are currently in good standing.

FEEES AND RATES

We understand your concern with legal fees. Therefore, we regularly work with clients to assess and identify legal issues and develop economically effective solutions to resolve these issues to your satisfaction. Our practice of law is geared to serving public entity clients in a way that conserves their limited financial resources. We are confident that our firm is the best source for high quality, responsive and affordable legal services.

Guin Mundorf, LLC, is pleased to be able to offer you a "non-retainer" proposal and a retainer proposal for your consideration, as follows:

Non-Retainer Proposal. In the event that the MVLD decides not to utilize our retainer option, we provide legal services at the hourly rate of between \$280.00 and \$300.00 per hour (depending on the attorney assigned to the project) billed in quarter-hour increments. Our non-retainer billings include travel time.

Retainer Proposals. If the MVLD elects to engage us on a retainer basis, we will bill the MVLD at reduced hourly rates (discussed below) in quarter-hour increments. We would

also refrain from billing the MVL D for mileage or travel time to the MVL D's offices. Additional retainer benefits are described in more detail, below:

- **\$350.00 Monthly Retainer Fee.**
 - The MVL D will receive a \$10.00 per hour rate discount, bringing hourly rates to \$270.00 to \$290.00 (billed in quarter-hour increments), depending on the attorney providing the service;
 - Administrators and Board Members may attend any of our seminars at no cost;
 - We will review your Board meeting agendas and materials at no cost;
 - We answer unlimited routine telephone inquiries that do not require legal research at no charge. This includes general questions concerning procurement, collective bargaining negotiations and other legal issues;
 - We will not charge for mileage, long-distance telephone calls, facsimiles, postal costs, or copying charges; and
 - We will not charge for travel time to/from your Office.

WE WANT YOU TO BE SATISFIED

In addition to these affordable rates, we guarantee your satisfaction. If the MVL D is ever dissatisfied with any service provided, there will be no charge to the MVL D. We ask only that you inform us of your concern so that we can improve our level of service. We provide the highest quality service – satisfaction guaranteed!

CONCLUSION

We are confident that our firm has the depth of experience, knowledge and expertise to successfully represent the MVL D, and we would be honored by the opportunity to do so.

As legal counsel to the Board of Trustees, one of our primary goals would be to ensure that efficient and effective communication with us helps the Board of Trustees in implementing its policy objectives. As part of your team, we hope to help you provide the best possible quality of services to the community you serve.

Sincerely,

GUIN MUNDORF, LLC

By: Caleb J. Mundorf

Enclosures: Attorney Biographies
Representative List of Illinois Client References
Representative List of Labor Contracts Negotiated
Representative List of Available In-Services
Representative List of Recent Law Presentations and Publications

GUIN MUNDORF

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Attorneys at Law



**Barney
Mundorf**

Barney R. Mundorf is a founding partner of Guin Mundorf, LLC, and provides comprehensive legal services and general representation to Illinois public entities. His practice focuses on labor and employment law, representing clients in collective bargaining, contract maintenance, and grievance arbitration matters. With over twenty-nine (29) years of experience, Barney has represented and protected public bodies against claims involving discrimination, wrongful discharge, sexual harassment and labor/management relations issues. He also represents public entities in all phases of litigation in Illinois State and Federal Courts, including trials, settlements, and appeals. Barney frequently represents clients in state and federal courts and before the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights, and the Illinois Educational Labor Relations Board. Barney also counsels clients on a wide variety of board governance issues such as FOIA, OMA, and financial transactions. Barney is a frequent guest speaker throughout the State of Illinois. Barney has extensive experience in service as general counsel for public entities on all matters.

Prior to entering private practice, Barney served on active duty in the U.S. Army JAG Corps as Chief of Justice and Special Assistant U.S. Attorney at Ft. Leavenworth, Kansas. He also served as Senior Defense Counsel at Fort Campbell, KY where he represented soldiers in Courts Martial. After completing his military service, Barney served as a staff attorney with the U.S. Department of Veterans Affairs.

Bar Admissions:

Illinois (Bar Number: 6271814)

Missouri (Bar Number: 38875)

U.S. District Court Northern District of Illinois

U.S. District Court Southern District of Illinois

U.S. Army Court of Criminal Appeals

Education:

J.D., Saint Louis University School of Law (1991)

B.A., Northwestern College (1998)

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*Eugene
Hanses*

Eugene J. Hanses, Jr. is a partner at Guin Mundorf, LLC, and has devoted his legal practice to the service of public school districts, municipal corporations, county officials, townships, community colleges, and other similar public bodies. Since first volunteering as a legal intern while he was still in law school, Gene has been helping public bodies address their legal needs for over 35 years.

Gene provides advice to clients with contractual, fiscal, and governance projects, with a substantial emphasis on commercial transactions, contract negotiation and implementation, competitive bidding and other procurement options, budget adoption and fund management, real property transactions, property tax assessment and exemption proceedings, risk management programs, construction contracting, and related enforcement efforts. He also helps public bodies develop operational policies and procedures to ensure their compliance with regulatory and statutory mandates, including compliance with the Open Meetings Act, the Freedom of Information Act, and other laws applicable to their missions. Gene is a frequent speaker on these topics, and often conducts workshops designed to help public bodies improve their contracting and operational practices.

Early in his career, Gene spent 10 years working as a civil servant and an in-house attorney for the City of St. Louis. He provided legal advice directly to elected officials in both the executive and legislative branches of government, and his practice required collaboration among policy makers, department heads, and technical experts. Since entering private practice over 20 years ago, Gene has found that this type of team-based approach remains an efficient and effective way to advance a public body's goals

Bar Admissions:

Illinois (Bar Number 6278805)

Missouri (Bar Number 37906)

Education:

J.D., Washington University School of Law (1990)

B.A., Northwestern University (1987)

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***Dana
Bond***

Dana Bond practices in the areas of student and special education law, labor and employment law, insurance defense, civil litigation, public entity board governance, and transactional law. She has represented public bodies against claims involving discrimination, wrongful discharge, retaliation, unemployment appeals, and labor/management relations issues. Dana frequently represents clients before judges in state courts, the U.S. Equal Employment Opportunity Commission, the Illinois Department of Human Rights, the Illinois Department of Employment Security, and the Illinois Educational Labor Relations Board.

In addition to her litigation experience, Dana counsels clients on pre-litigation student and employment matters, including the proper handling of disciplinary matters, Family and Medical Leave Act, wage and hour practices, and workplace investigations. Additionally, she advises public entities on matters involving construction and bidding matters, real estate purchases, policies and procedures, the Open Meetings Act, and Freedom of Information Act requests.

Prior to joining the firm, Dana practiced civil litigation with a focus on insurance and employment defense. While in law school, Dana gained a variety of experience through internships with Lavelle Law, Ltd. and the National Basketball Retired Players' Association. She was also an editor on the Journal of Law, Technology and Policy. She graduated law school with honors. Prior to law school, Dana attended the University of Illinois where she graduated with honors and was the graduation speaker.

Bar Admissions:

Illinois (Bar Number 6323852)

Missouri (Bar Number 69701)

U.S. District Court Eastern District of Missouri U.S. District Court

Southern District of Illinois

Education:

J.D., University of Illinois College of Law, *magna cum laude* (2016)

B.A., University of Illinois, *highest honors* (2013)

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**Caleb
Mundorf**

Caleb Mundorf recently graduated from Drake University Law School earning his Juris Doctor with Honors. Caleb practices in the area of Education law, labor and employment, insurance defense, and litigation.

While attending law school Caleb was appointed Vice President of the National Association of Consumer Advocates and served on the Executive Board of Delta Theta Phi. Prior to joining the firm, Caleb was a Student Attorney for Drake Legal Clinic. While a student attorney Caleb represented criminal defendants in a wide variety of legal matters. Including arguing multiple motions to dismiss in open court. Caleb was also chosen for a Judicial Externship for Justice David Overstreet with the Illinois Supreme Court. During his Externship with Justice Overstreet, Caleb drafted Court opinions, wrote bench memos, and conducted legal research on issues of first impression.

Bar Admissions:

Illinois State (Bar Number 6342586)
U.S. District Court Southern District of Illinois

Education:

J.D., Drake University Law School, (2022)
B.A., Dordt College, (2019)

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Attorneys at Law

Mitchel Maglione

Mitchel T. Maglione is an Associate at Guin Mundorf out of the Collinsville Illinois office where his practice focuses on complex Civil Litigation, Education, Intellectual Property, Labor/Employment, Eviction, and Workers Compensation law. Previously Mitchel worked as a Senior Associate at Rynearson, Suess, Schnurbusch & Champion (RSSC), in St. Louis, Missouri where he also focused on Complex Litigation which includes a Defense verdict on a \$1.2 million dollar automobile claim in which he represented the defendant. Mitchel has been a member of the Missouri Bar since 2021 and Illinois Bar since 2023.

A graduate of Saint Louis University School of Law, Mitchel specialized and received concentrations of law in Employment and Intellectual Property. While in law school, he was involved in many organizations including being a member of First Chair Society, I.P. Society, and was an executive member of the Employment/Labor Law Society. During law school Mitchel worked as a clerk at both RSSC and Guin Mundorf.

Mitchel received an undergraduate degree from The University of Alabama where he graduated Summa Cum Laude with degrees in Criminology, Psychology, and Sociology. Originally from St. Louis, Missouri Mitchel graduated with honors from Christian Brothers College High school.

Bar Admissions:

Illinois Bar (6344749)

Missouri Bar (73829)

Education:

J.D., Saint Louis University School of Law (2021)

B.A., The University of Alabama (2018)

Representative List of Illinois Client References

Alton CUSD No. 11

Ms. Elaine Kane, Superintendent
(618) 474-2600
550 Landmarks Blvd, Suite A
Alton, IL 62002

Alton Housing Authority

Mr. Gregory Denton, Executive Director
(618) 465-4269
2406 Crawford Street
P.O. Box 844
Alton, IL 62002
Edwardsville, IL 62025

Belleville Public School District No. 118

Dr. Ryan Boike, Superintendent
(618) 233-2830
105 West A. Street
Belleville, IL 62220

Belleville Township High School District 201

Dr. Brian Mentzer, Superintendent
(618) 222-8200
2600 West Main Street, Suite 150
Belleville, IL 62226

Career Center of Southern Illinois

Ms. Stephanie Mohr, Director
(618) 473-2222
6137 Beck Road
Red Bud, IL 62278

City of Cahokia Heights

Mr. Curtis McCall, Sr
(618) 332-4258
103 Main St
Cahokia, IL 62206

City of Venice

Mr. Tyrone Echols, Mayor
(618) 410-3982
329 Broadway
Venice, IL 62090

Collinsville CUSD No. 10

Dr. Brad Skertich, Superintendent
(618) 346-6350
201 W Clay St
Collinsville, IL 62234

Edwardsville CUSD No. 7

Dr. Patrick Shelton, Superintendent
(618) 656-1182
708 St. Louis St
Edwardsville, IL 62025

Madison County Housing Authority

Mr. Andy Hightower, Executive Director
(618) 345-5142
2 Eastport Plaza Drive
Collinsville, IL 62234

Metro East Sewer District

Mr. Michael Nordstrom, Executive Director
(618) 452-9400
Metro East Sanitary District
1800 Edison Avenue
Granite City, IL 62040

Venice Township

Mr. Mark Crochrell, Sr., Township Supervisor
(618) 452-3033
910 Madison Avenue
Madison, IL 62060

Village of Shiloh

Mr. Robert Weilmuenster, Mayor
(618) 624-6101
#1 Park Drive
Shiloh, IL 62269

Representative List of Labor Contracts Negotiated

Anna-Jonesboro Community HS 81 and Anna-Jonesboro Education Association, IEA/NEA

Bond County Community Unit School District No. 2 and Greenville Education Association, IEA/NEA

Belleville Area Special Services Cooperative and Belleville Teachers Union, IFT/AFT

Belleville Township High School District 201 and Federation of Teachers, Local 434, IFT/AFT (Teachers)

Belleville Township High School District 201 and Federation of Teachers, Local 434, IFT/AFT (Teacher Assistants)

Buncombe Consolidated School District #43 and Buncombe Education Association, IEA/NEA

Career Center of Southern Illinois and Southwestern Illinois Federation of Teachers Local 6600, IFT-AFT, AFL-CIO

Chester CUSD 139 and Chester Education Association, IEA/NEA

City of Red Bud and Illinois FOP Labor Council

Cobden Unit School District 10 and Cobden Education Association, IEA/NEA

Collinsville CUSD 10 and Collinsville Education Association, IEA/NEA

Collinsville CUSD 10 and Collinsville Educational Assistants Association, IEA/NEA

Collinsville CUSD 10 and Service Employees International Union, Local 316, Custodians and Maintenance, AFL-CIO

Columbia CUSD 4 and Columbia Education Association, IEA/NEA

Columbia CUSD 4 and Columbia Educational Support Professionals Association, IEA/NEA

Dupo CUSD 196 and Dupo Federation of Teachers, IFT/AFT

Edwardsville CUSD 7 and Edwardsville Education Association, IEA/NEA

Edwardsville CUSD 7 and Edwardsville School Service Personnel Association, IEA/NEA

Edwardsville CUSD 7 and Edwardsville Federation of Secretarial Employees, IFT/AFT

Ewing-Northern Grade School District 115 and Ewing-Northern Federation of Teachers, Local 4342, IFT/AFT

Giant City School District No. 130 and Giant City Education Association, IEA/NEA

Giant City School District No. 130 and Laborers' International Union of North America, Local 773, AFL-CIO

Grant CCSD 110 and Grant Federation of Teachers, IFT/AFT

Grant CCSD 110 and Local Union #116 Service Employees Union, Cafeteria Employees, AFL-CIO

Grant CCSD 110 and Local Union #116 Service Employees Union, Custodial and Maintenance Employees, AFL/CIO

Hamilton County CUD 10 and Hamilton County Federation of Teachers, Local 4148, IFT/AFT

Joppa Maple Grove School District No. 38 and Joppa Education Association (Unaffiliated)

Jonesboro Elementary District 43 and Jonesboro Education Association, IEA/NEA

Madison CUSD 12 and Madison Federation of Support Personnel, Local 4992, IFT/AFT, AFL-CIO

Madison CUSD 12 and Madison Federation of Teachers, Local 763, IFT/AFT

Madison CUSD 12 and Service Employees' International Union No. 98, Secretaries, SEIU

Madison CUSD 12 and Service Employees' International Union No. 98, Custodians and Maintenance, SEIU

Marissa CUSD 40 and Marissa Education Association, IEA/NEA

Meridian CUSD No. 1 and Meridian Teaches Association, IEA/NEA

New Simpson Hill Board of Education and New Simpson Hill Education Association, IEA/NEA

Pope County CUSD 1 and Pope County Education Association, IEA/NEA

Red Bud CUSD 132 and Red Bud Education Association, IEA/NEA

Stewardson-Strasburg District 5A and Stewardson Strasburg Education Association, IEA/NEA

Tri-County Special Education District and Tri-County Education Association, IEA/NEA

Valmeyer CUSD 3 and Valmeyer Education Association, IEA/NEA

Venice CUSD 3 and Venice Federation of Teachers, IFT/AFT

Vienna High School District 133 and Vienna High School Education Association, IEA/NEA

Vienna School District 55 and Vienna Grade School Education Association, IEA/NEA

Wolf-Branch School District 113 and Wolf Branch Association of Teachers, Local 6117, IFT/AFF

REPRESENTATIVE LIST OF AVAILABLE IN-SERVICES

Guin Mundorf regularly provides in-service training. We work with you to customize the topic(s) covered and to provide the scope and depth of coverage you desire. Our in-services are normally conducted on-site or at your preferred location and are typically available on a fixed-fee basis. Examples of in-services provided by Guin Mundorf include:

Board Governance – General

- Open Meetings Act Compliance
- Freedom of Information Act Compliance and Procedures
- Bidding Primer
- Mandated Reporter Duties under the Abused and Neglected Child Reporting Act
- School Technology Use and Internet Liability Issues
- Sensitivity
- Notary
- Document Retention

Labor & Employment/Personnel

- Sexual Harassment and General Harassment Training
- Anti-discrimination – Title VII, ADA and Illinois Human Rights Act
- Employee Leave Issues
- Effective Evaluation and Discipline of Employees and Protocols For The Hiring Process
- New Teacher Best Practices
- Evaluation and Remediation of Employees
- Teacher Performance Evaluation
- Managing Employee Misconduct Investigations
- Effective Employee Discipline
- Do's and Don'ts of Interviewing and Hiring
- Guide to the Family and Medical Leave Act Military Leave and Updated Regulations
- FLSA and Wage Issues
- Collective Bargaining

Commercial and Financial Issues

- Local Tax Assessment Initiatives and Property Tax Appeals
- Procurement, Public Bidding and School Contracting
- Construction Contracting and Dispute Resolution

REPRESENTATIVE LIST OF RECENT PRESENTATIONS AND PUBLICATIONS

The attorneys of Guin Mundorf, LLC, are regularly conducting presentations and training sessions for educators, administrators, board members, professional associations, and regional offices of education on current education law topics and trends. Barney Mundorf, Eugene Hanses, and Dana Bond are also approved by the Illinois State Board of Education to provide training to new School Board members.

On an annual basis, we conduct a comprehensive school law seminar that is free to clients. Topics that our attorneys have presented on recently include:

- *COVID-19 and Illinois School District Reopening Requirements and Guidance*
- *Illinois Cannabis Regulation and Taxation Act (Recreational Marijuana)*
- *Legislative Update Impacting School Districts*
- *New Board Member Workshop*
- *Board Member Training (OMA, FOIA, Roles and Responsibilities)*
- *Legal Obligations Regarding Transgender Students*
- *School Safety: Policies, Procedures, and Threat Assessment Teams*
- *School Safety: Practical Strategies to Assess, Prevent, and Respond*
- *Background Checks, Charges of Abuse, and Abuse Investigations*
- *Negotiating Superintendent's Contracts*
- *The Administrator's Role in Collective Bargaining*
- *Federal and Illinois Student Records Laws*
- *Minimum Teacher Salary Change*
- *Illinois Minimum Hourly Wage Changes*
- *Teacher Evaluations and Evaluation Appeals*
- *Dismissal of Tenured Teachers and the Dismissal Hearing Process*
- *Best Practices for Protecting Student Records Electronically*
- *Obligations of Public Entities Under Title II, Title VI, and Title IX*
- *Best Practices for Investigating Employees*
- *Student Discipline under SB100*
- *Residency Requirements*
- *Property Acquisition*
- *Family and Medical Leave Act: Fact and Fiction*
- *Social Networking Do's and Don'ts for Public Employees*
- *Affordable Care Act Implications for School Districts*
- *Illinois Special Education Law Made Easy*