

# Robbins Schwartz

Helping you navigate change for over four decades

## Todd K. Hayden

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Todd Hayden has practiced since 1992, 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.

### Awards

- Illinois Leading Lawyer, Employment Law: Management, Labor Law: Management, School Law and Governmental, Municipal, Lobbying & Administrative Law, 2015
- Certified by the Illinois State Board of Education to provide school board member leadership training required under Section 5/10-16a of the Illinois School Code.

### Recent Publications

- Contributing author, "Civil Rights Litigation," *ILLINOIS SCHOOL LAW*, IICLE (2012)
- Contributing author, "Civil Rights Litigation," *ILLINOIS SCHOOL LAW*, IICLE (2010)

### Recent Presentations

- *Effective Negotiation Strategies for Salary/Benefits Issues*, IASB/IASBO/IASA Annual Conference, Chicago, IL (November 2014)
- *Health Care Reform – Affordable Care Act Compliance*, In-Service at Iriquois-Kankakee County Regional Office of Education (May 2014)
- *School Discipline and Other Tools for Dealing with Students’ “Off-campus” Cyberbullying on the Internet*, In-Service at Steger School District 194 (March 2014)
- *Illinois Pension Reform – A Review Of SB 1 And Practical Considerations Arising From Its Implementation*, In-Service at Manteno Community Unit School District 5 (February 2014)
- *Legal Update on Pension Reform*, Illinois Association of School Personnel Administrators Conference, Lisle, IL (January 2014)

- *Trends in Employee Rights and Dismissals, Including PERA*, IASB/IASBO/IASA Annual Conference, Chicago, IL (November 2013)
- *District Website Postings: What's Required? What's Recommended?*, IASB/IASBO/IASA Annual Conference, Chicago, IL (November 2010)
- *Issues in Public Labor and Employment*, Illinois Municipal League's 97th Annual Conference (September 2010)
- *Containing Labor Costs in Tough Economic*, National Business Institute Conference, Oak Brook, IL (June 2010)
- *Technology On and Off School Grounds*, National Business Institute Conference, Oak Brook, IL (June 2010)
- *Collective Bargaining Implications of SB 315*, In-Service, Troy SD 70 (May 2010)
- *Sweeping Changes Made to the Illinois Freedom of Information Act*, Management Association of Illinois, Downers Grove, IL (April 2010)
- *Cyberbullying*, In-Service, Streator SD 44 (March 2010)
- *Collective Bargaining and Employment Issues*, Illinois Municipal League Conference, Chicago, IL (September 2009)
- *Containing Labor Costs in Tougher-Than-Ever Economic Times*, IASB/IASA/Illinois ASBO Joint Annual Conference (November 2009)
- *Employee Benefits Conference*, Springfield, IL (October 2009)
- *The Illinois Open Meetings Act*, In-Service (June 2009)
- *Legal Responsibilities in Connection with Breach of Data Security*, IASBO Annual Conference (May 2009)
- *Family and Medical Leave Act – Military Family Leave and Updated Regulations*, Illinois Association of School Personnel Administrators (January 2009)
- *Collective Bargaining Update*, South Suburban School Business Officials (October 2008)
- *Fair Labor Standards Act Update*, Management Association of Illinois Law Conference (October 2008)
- *Student Discipline and Student Records*, In-Service, Streator SD 44 (October 2008)
- *Avoiding Problems with the Open Meetings Act*, Elected Officials Seminar (June 2007)
- *Internet Liability Issues*, Kankakee County Regional Office of Education (September 2006)
- *Legal Do's and Don'ts*, Township Clerks Association (May 2006)

## Education

- J.D., *cum laude*, Indiana University School of Law, 1992
- B.A., University of Michigan, 1989

## 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
- Supreme Court of Illinois

## Organizations

- Illinois Council of School Attorneys
- Illinois State Bar Association
- Will County Bar Association -- Local Government Committee

## **Practice Areas**

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