

Making K-12 School Communications Accessible for All

Date: April 16, 2026

Location: [Virtual](#) [access via link or QR code below]

Presenters: Gingo & Bair Law, LLC

Sponsors: **ESC of Northeast Ohio**
ESC of East Central Ohio

Attorneys Emily Spivack and Sarah Kutscher from Gingo & Bair Law, LLC will provide school districts with a practical overview of the new Title II regulations under the Americans with Disabilities Act requiring web accessibility compliance by April 2026 or April 2027, depending on district population. The session will explain the technical standards adopted by the U.S. Department of Justice, outline what constitutes “web content,” and discuss enforcement by the Office for Civil Rights. Presenters will highlight common compliance pitfalls – such as inaccessible PDFs, uncaptioned videos, improper use of automated captioning, and non-compliant third-party platform – while walking through practical scenarios and risk-management strategies. Dedicated time for participant questions will ensure districts leave with clear, actionable guidance tailored to real-world situations.

For questions regarding registration, please contact:
Charlene Paparizos, Coordinator of Communications and
Public Relations
charlene.paparizos@escneo.org





EMILY SPIVACK, *Partner*

216-544-9701 | espivack@gingobair.com

ABOUT

Emily advises clients in a wide range of education law matters, including student discipline, contract and policy drafting, and employment questions. She regularly defends districts before the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission, and the U.S. Department of Education's Office for Civil Rights. She routinely serves as lead negotiator in bargaining with teachers, non-teaching school staff, and municipal employees. Emily also has extensive experience with public records and public meetings questions, both under the Ohio Sunshine Laws and the federal Freedom of Information Act.

In addition, Emily is a frequent speaker at school law conferences and provides in-service training to administrators and staff members.

EXPERIENCE

- Advises on special education matters, including answering day-to-day questions regarding services a district is obligated to provide, drafting IEP documents, responding to due process complaints and defending districts in federal court against claims brought by parents under federal and state special education laws.
- Litigates on behalf of schools and other employers in discrimination, harassment, retaliation and wrongful termination cases in state and federal court.
- Conducts investigations on behalf of employers into complaints brought by employees under internal harassment, discrimination and retaliation policies.

RECOGNITIONS

- Crain's Cleveland Business, 2023 Crain's Notable Leaders in Employment & Labor Law

EDUCATION

- Case Western Reserve University School of Law (J.D., cum laude, 2013)
- Ohio University (B.S., summa cum laude, 2010)

ADMISSIONS

- Ohio, 2013
- District of Columbia, 2015
- U.S. Dist. Ct., N. Dist. of Ohio
- U.S. Dist. Ct., S. Dist. of Ohio

ASSOCIATIONS

- Ohio School Boards Association's Ohio Council of School Board Attorneys
- Ohio State Bar Association, Education Law Committee Vice Chair
- Cleveland Metropolitan Bar Association
- D.C. Bar Association



GINGO
& BAIR
LAW, LLC

Summit One
4700 Rockside Road
Suite 440
Independence, Ohio 44131

O: 216-264-4359
F: 888-827-0855

www.gingobair.com



SARAH KUTSCHER, *Of Counsel*

805-441-1643 | skutscher@gingobair.com

ABOUT

Sarah provides counsel to Ohio school boards on a variety of school law matters, including special education law issues, labor and employment law matters, student rights and discipline, and school finance. She also has experience with administrative level hearings and cases filed with the Ohio Department of Education, the U.S. Department of Education, Office for Civil Rights, the Equal Employment Opportunity Commission, and the Ohio Civil Rights Commission. Sarah has successfully litigated cases in both state and federal court in employment, civil rights, residency, and school finance matters. She also clerked with the U.S. District Court for the Northern District of Ohio. Sarah speaks at school law conferences and provides in-service training to school boards.

EXPERIENCE

- Argued challenge to improper school district of residence determination for a special education student in juvenile court for the 11th District, resulting in a substantial change in financial responsibility for the district.
- Successfully defended district’s decision to expel a student for improper social media posts relating back to school administrators. The case established precedent for supporting school districts’ disciplinary decisions regarding inappropriate off-campus social media use.
- Defended the district’s interpretation and implementation of HB 410 establishing new requirements for addressing student truancy.
- Represented numerous school boards in due process hearings, including mediation, discovery, witness preparation, and litigation preparation.

EDUCATION

- DePaul University College of Law (J.D., magna cum laude, 2012)
- Northwestern University (B.S., cum laude, 2007)

ADMISSIONS

- Ohio, 2012
- U.S. Court of Appeals for the 6th Circuit
- U.S. Dist. Ct., N. Dist. of Ohio
- U.S. Dist. Ct., S. Dist. of Ohio

ASSOCIATIONS

- Ohio School Boards Association’s Ohio Council of School Board Attorneys
- National School Boards Association’s Council of School Attorneys
- Ohio State Bar Association



GINGO & BAIR
LAW, LLC

Summit One
4700 Rockside Road
Suite 440
Independence, Ohio 44131

O: 216-264-4359
F: 888-827-0855

www.gingobair.com