

**Michael McCall, J.D.**

**MJ Consulting**

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April 19, 2022

**RE: Proposal for Independent Training on Personnel Risk Management Issues:**

- ***Harassment, Discrimination, Retaliation and Misconduct Prevention***

C/O Larry Reznick, Director of Human Resources of Campbell County School District #1/ESC

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Human Resources Director Reznick:

Thank you for the opportunity to submit this proposal for Independent Training on Personnel Risk Management Issues. Over the last 26 years as a national employment practices and human relations consultant for secondary schools, colleges, and universities, I have become intimately familiar with the trends and issues facing educational institutions in regards to harassment, discrimination, retaliation, bullying, hazing, and other misconduct. I am confident the proposed training services will greatly benefit Campbell County School District #1/ESC by helping to protect all personnel, students, and the District itself.

Engaging an independent and non-conflicted provider for these services further strengthens your District's protections against human relations risks in part because people in less-powerful positions who may know of illegal or improper behavior may be too intimidated to avail themselves of internal resources unless there is ***independent verification and training*** about the issues, and safe internal reporting and response processes. In this regard, trust is established so that so that people can bring forward known or suspected misconduct or other problems in order that matters can be promptly remediated and future occurrences of misconduct prevented.

You requested a proposal for 1 day of in-person training (August 8, 2022):

- ***Harassment, Discrimination, Retaliation and Other Misconduct Prevention Training:***
  - Training sessions in 4-hour blocks – one for administrators/principals and one for supervisors/managers.

***MJ Consulting proposes a total package of \$5,500, which includes training program research, development, preparation and customization for Campbell County School District #1/ESC; on-site training delivery; travel time; travel expenses; handouts; and the report to District's insurance company's Underwriting and Risk Control departments that details the District's efforts to mitigate personnel-relations claims and provide a safe and productive work environment for all personnel.***

Thank you again for considering this proposal. Please find my biography below for your review.

Sincerely,  
Michael McCall, J.D.

## **Biography - Michael McCall, J.D.**

Michael McCall, J.D. is President of MJ Consulting and has provided personnel risk management training and consultation to over 700 public entities (e.g., secondary school districts, municipalities, and emergency services organizations) in the United States over the last 26 years. He specializes in developing and implementing risk management programs addressing work-related harassment, discrimination, retaliation and other forms of misconduct, including for national insurance providers to mitigate Employment Practices Liability, Management Liability, and Sexual Molestation exposures. He is a published author of the “Employment Practices Resource Manual”, a risk management guide for public entities, as well as many industry newsletter articles. He developed an anti-bias training program in 2021 titled “Differences Without Division” for implementation nationwide for public entities.

From 1999 to 2002, McCall served as Vice President of Risk Management for Baldwin Resource Group, Inc. in Bellevue, Washington. In September 2000, the Eastside Business Journal named McCall as a “Forty Under Forty” award winner – recognizing the achievements of forty eastside Seattle business and community leaders under forty years old. Working for a national risk management firm from 1996 to 1999 McCall developed programs that address various liability exposures including employment practices; sexual misconduct in religious organizations, non-profits and schools; and student-to-student harassment and violence in secondary schools, colleges, and universities.

In 1995, McCall assisted the Attorney General of the state of Colorado on the appeal before the United States Supreme Court in the landmark “Amendment Two” case – Evans vs. Romer. He also served a legal internship under the Honorable Judge Timothy Leonard for the United States District Court for the Western District of Oklahoma.

McCall graduated with distinction from the University of Oklahoma with a Bachelor of Arts degree in Letters and was named a member of Phi Beta Kappa. He subsequently studied law at Oxford University in Great Britain and received his Juris Doctor degree from the University of Oklahoma College of Law. He is a member of the Oklahoma Bar Association.