



JOSHUA M. SALSBUREY

Member
jsalsburey@sturgillturner.com

EDUCATION

University of Kentucky, J.D. (2001)
Spring Arbor University, B.A. (1998)
Summa Cum Laude

SERVICE AREAS

Employment Law
Higher Education
K-12 Schools
Nonprofit & Religious Institutions
Special Investigations

AFFILIATIONS

National Association of College and
University Attorneys
Employment Law Alliance
Higher Education Council of the
Employment Law Alliance
Kentucky School Boards Association,
Council of School Board Attorneys
National School Boards Association,
Council of School Attorneys
Fayette County Bar Association
Kentucky Bar Association

ACCOLADES

Spring Arbor University, Young Leader
Award (2012)

COMMUNITY OUTREACH

GO InterNational, Board of Directors
Board Chair (2017-2019)
Board Vice-Chair (2015-2017)
Governance Committee Chair
(2015-2017)

Josh has established a successful education and employment practice, both as general counsel and as a litigation defense attorney. He represents and advises school districts, colleges, and universities in litigation, governance, and employment matters, including discipline, employee policies, the Family Medical Leave Act (FMLA), the Civil Rights Act (Title VII), the Americans with Disabilities Act (ADA), Title IX, Open Meetings and Open Records, contracts, and immunity challenges. Josh also represents a number of employers in both the public and private sectors.

Josh has received advanced training in Title IX investigations from ATIXA (Association of Title IX Administrators), and has served as a special investigator of employee misconduct when circumstances require the investigation be handled by an outside party.

SEMINARS

Handling Commercial Open Records Requests, Kentucky Municipal Clerks Association Annual Conference (2019).
Preserving Confidentiality and Privilege When Representing Public Boards, presentation for the Council of School Board Attorneys at the Kentucky School Boards Association Annual Conference (2019).
Solving the HR Puzzle: Combatting Harassment in a Changing Workplace, The Lane Report seminar (2018).
Discrimination & Harassment Training, Kentucky Association of School Administrators School Human Resource Leadership Program (2018).
Planes, Trains and Automobiles: Liability Issues Arising from Student Travel, University of Kentucky 2nd Biennial Education Law Conference (2017).
Basic Principles and Common Misunderstandings about Open Records, University of Kentucky 2nd Biennial Education Law Conference (2017).
Staying within Ethical Boundaries in Conducting School District Investigations, presentation for the Council of School Board Attorneys (CSBA) Winter Meeting (2016).

Key Issues in 2016 that Will Keep Administrators at U.S. Colleges and Universities up at Night, presentation for the Higher Education Council of the Employment Law Alliance (2016).

Drug Testing of City Employees, presented at the Kentucky League of Cities Annual Conference (2015).

Reasonable Accommodation or Regrettable Obligation? Don't Let Your Good Deed be Punishment, presented at the Kentucky Society for Human Resources (KYSHRM) Annual Conference (2015).

How to Conduct Effective Investigations, presented at the UK CLE Education Law Conference (2015).

The NLRB Comes to Campus: An Update on Union Activity at U.S. Institutions of Higher Education, presentation for the Higher Education Council of the Employment Law Alliance. (2015).

Take it from the Top: The First Amendment and Employment Law Matters, presented at the University of Kentucky's Annual Employment Law Institute (2014) (Author and Presenter).

Stay Out of My Face(Book): A School Attorney's Guide to Social Networking in the Workplace, presented at the Kentucky Bar Association's Annual Convention (2012) (Author and Presenter).

Whose Tube is YouTube? Knowing When a School can Discipline Cyber-Bullying and Other Student Internet Misconduct, presented at the Kentucky School Board Association's Annual Conference (2009) (Author and Presenter).

Common Misunderstandings about Open Records and Open Meetings: Five Truths Every School Administrator Must Know, presented at the Kentucky Association of School Administrators' Institute (2008) (Author and Presenter).

What Does the Statute Say? (The ABC's—and U.S.C.'s and C.F.R.'s—of Records Retention), presented as part of Records Retention: To Keep or Not to Keep, National Association of College and University Attorneys Annual Conference (2008) (Author only).

PUBLICATIONS

Don't Jump the Gun: Navigating Kentucky Law on Regulating Firearms in the Workplace, *Kentucky Constructor*: A Publication of the Association of General Contractors of Kentucky (2014).

"What's Mine is Yours": Tax Consequences of Employer-Sponsored Leave-Sharing Plans, *Inquiry & Analysis*: a publication of the National School Boards Association's Council of School Attorneys (October 2011).

Common Misunderstandings About Open Records and Open Meetings: Four Truths Every School Administrator Must Know, *Kentucky School Leader*: a publication of the Kentucky Association of School Administrators (Winter 2008).

Subduing the Subpoena: Suggestions for a More Manageable Approach, *Inquiry & Analysis*: a publication of the National School Boards Association's Council of School Attorneys (December 2007).