



Sunday, June 11
Hilton Atlanta Airport

4:00 - 5:30 PM Registration – The Gallery Atrium

5:30 - 6:15 PM Welcome Reception – The Atrium

6:15 - 8:00 PM Dinner

Sustaining the Humanity in Education

It feels like the chaos is becoming more chaotic. Ugliness and uncertainty have seeped into so many parts of the broader education experience for educators, students, and society. Campus leaders are challenged with the responsibility of sustaining the humanity in our schools, endeavoring to provide a safe, predictable, and yet inspiring environment, community, and experience. Let's explore these realities along with the opportunities to elevate the quality and authenticity of our institutions to the benefit of all stakeholders.

Scott Barron, Founder and Chief Reinvention Officer, School Growth

Monday, June 12
Woodward Academy
Harrison Lecture Hall

8:30 AM Bus to Woodward Academy

8:30 - 9:00 AM Registration and light breakfast

9:00-10:00

Welcome and Opening Session - LJ Lecture Room in Woodruff Hall

Emerging Benefit Strategies and 2023 Benefits Benchmarking Insights

Drive savings and maintain high-value benefits for your faculty and staff in a challenging market. Learn about underwriting, pharmaceutical, and emerging benefits strategies that can identify cost savings opportunities to better manage health plan premiums. Additionally, USI will review the 2023 Benefits Benchmarking Survey results. It is the largest private benchmarking survey in the U.S. Results will provide the following benefits: Identify benchmark group based on size, industry, and geography; Conduct a strategic comparison of benefits program by line of coverage, provisions, rates, contributions, and eligibility; Conclude and communicate key differences from benchmark and identify opportunities to reduce/increase coverage.

Lee Arledge, Senior Employee Benefits Consultant, USI

10:00 - 10:30

Break with sponsors

10:30- 11:30 AM

How to More Effectively Recruit and Retain Talented Educators for Independent Schools

While MISBO consists of a wide range of different school types and sizes, there's one thing we all have in common: It's our People that makes the biggest difference. And it's never been harder to win the war for talent. The journey to authentic excellence requires a radical and fanatical commitment to talent that goes well beyond HR compliance and job postings. We have to become exceptionally disciplined about recruiting and retaining educators who have the right skills, credentials, and especially attitude. In this workshop we will share proven strategies to attract more qualified applicants to your school and how to elevate your value proposition to sustain a high-quality faculty.

Scott Barron, Founder and Chief Reinvention Officer, School Growth

11:30 - 12:15PM

Lunch

12:15- 12:30

Break

12:30 - 1:30

Navigating Tax and Accounting Challenges for Your School

People are the heart of any organization, and we believe that when we grow stronger together, we can achieve great things. Join Smith + Howard's session on navigating tax and accounting challenges for independent schools to attract and retain top talent. Sabre Linahan and Andrew Hedrich will provide practical strategies to help you succeed. Let's unlock the full potential of your school's people and build a brighter future together.

Sabre Linahan, CPA, Tax Partner, Smith + Howard

Andrew Hedrich, CPA, Tax Senior Manager, Smith + Howard

1:30- 1:45

Break

1:45 - 2:45 PM

Managing Mental Health Challenges in Schools

Schools have more than an ethical responsibility to support employees/students facing mental health issues. Through the ADA and other similar state laws, they also have legal obligations. In this session Fisher Phillips' Education Practice Attorneys will tackle some of the most complex issues surrounding claims of mental health disabilities, along with difficult but common ADA accommodation requests pertaining to mental health. We will also discuss roadblocks in the process, including accommodations related to attendance, obtaining medical information, and how to deal with a difficult employee, all with an eye toward avoiding litigation.

Ilanit Fischler, Partner, Fisher Phillips

Jenna Rubin, Attorney, Fisher Phillips

2:45 - 3:00 PM

Break

3:00 - 4:00 PM

Cyber Security Meets HR and the Business Office: The Inevitable Collision Course - LJ Lecture Room in Jane Woodruff Hall

We will discuss cyber security trends that affect business office decision making and operations, as well as Human Resources. Come ready for an interactive session that will help you walk away with tools to be more thoughtful about cyber security in the future.

Torrey Williams, Chief Information Officer, The Westminster Schools

4:20 PM

Bus to Hotel

5:00 - 6:00 PM

Informal Happy Hour

6:00

Dinner on Your Own

Tuesday, June 13
Woodward Academy
Harrison Lecture Hall

8:30 AM Bus to Woodward Academy

9:00 - 9:45 **The New Mandatory State Payroll Tax for Long Term Care – Coming to a State Near You? – LJ Lecture Room in Jane Woodruff Hall**

This session will provide a high-level overview of a new mandatory state payroll tax designed to help pay for Long Term Care. This new tax has already been implemented in one state, with others finalizing their plans. Included will be a somewhat likely state by state rollout. Join us as we discuss your potential responsibilities for managing this new state payroll tax, as well as options for opting out; including new products you can include in your benefits package.

Robert Fish, Managing Partner, Voluntary Benefits at Work

9:45 -10:00 Break

10:00 - 11:00 **SIG Hour – Jane Woodruff Hall Atrium**

Join your colleagues for our Special Interest Group Hour! Select your area of interest and join the group for networking, sharing your knowledge, and asking those questions that keep you up at night!

11:00 - 12:00 **Fair Labor Standards Act: Beyond the Basics**

In this session we will cover FLSA issues that go beyond exempt/non-exempt classification and payment of overtime; covering issues like travel pay, compensable hours, docking from salaried exempt employee pay, proper payment of employees working more than one role at your school, and special exemptions for school employees. We will also cover the Federal Department of Labor's new guidance regarding remote workers and the FLSA and FMLA.

Heather Broadwater, Partner, Stanton Law

12:00 PM Wrap Up / Grab & Go Lunch