



2023 FACILITIES CONFERENCE

February 5-7, 2023 | Greenville, SC



REGISTER NOW!

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#MISBOFAC23

FULL SCHEDULE

SUNDAY, FEBRUARY 5

4:00 - 5:00 REGISTRATION

5:00 - 6:00 WELCOME RECEPTION | **Jasmine (Rooftop)**
Generously provided by Our Gold Sponsors

MONDAY, FEBRUARY 6

8:00 - 8:30 BREAKFAST AND COFFEE CONNECTIONS WITH SPONSORS |
Reedy I&II

8:30 - 9:30 WELCOME AND OPENING SESSION | **Reedy I&II**
Dictator, Coach, or Visionary: What's Your Management Style?
Mike Pennington | Vice President, Atlanta Apartment Association

Everyone has a management style, and every management style has a time and place where useful. Learn about the different styles and what messages you may be sending your teammates.

CPE Learning Objective: Attendees will evaluate how understanding their personal management style can contribute to their leadership success. | CPE Field of Study: Personal Development | Recommended CPE: 1.00

9:30 - 9:45 BREAK WITH SPONSORS | **Reedy Pre-Function**

9:45 - 10:45 SESSION | **Reedy III**
The State of Facilities in Independent Schools – The Context, the Reality, the Future
Kevin Folsom | Director of High Performing Campus, Building Solutions

By any measure, the COVID-19 pandemic has had an extraordinary impact on the delivery and viability of independent school education. While it undeniably intensified long-standing business challenges, it also generated new opportunities to reimagine what facilities should look like moving forward. As a strategic inflection point, the pandemic effectively confirmed the need for decisive action on fundamental change in independent school spaces. This session examines the current and future implications for the built environment, as institutions continue to confront a destabilized business model, a need for adaptation and a rapid shift in the very nature of the community.

CPE Learning Objective: Attendees will evaluate how the past few years have changed the nature of the independent school campus, and discuss possible required future shifts. | CPE Field of Study: Business Management & Organization | Recommended CPE: 1.00

10:45 - 11:00 BREAK WITH SPONSORS | **Reedy Pre-Function**

FULL SCHEDULE

MONDAY, FEBRUARY 6 *Continued*

- 11:00 - 12:00** **SESSION | Reedy III**
Closing the Skills Gap from Within - A Leadership Story
Tom Owenby | Director of Facilities, Porter Gaud School
Is the current labor crisis impacting your team? Can you find employees with the skillset(s) you need? Do you have employees who are looking elsewhere for better opportunities? In this session, we will discuss different methods one school used to keep valued employees, give brand new employees a path to new skills and higher pay, partner with the business office to create new job descriptions valuable both to the school and the individual employee, and more. Albert Einstein once said, "The definition of insanity is doing the same thing over and over and expecting different results." If your facilities team is not staffed adequately to accomplish your mission, maybe it is time to try something different.
CPE Learning Objective: Participants will hear a case study in methods employed by one school to retain and develop existing staff. | CPE Field of Study: Personnel/Human Resources | Recommended CPE: 1.00
- 12:00 - 1:00** **LUNCH | Juniper Restaurant**
Generously Sponsored by Home Depot Pro
- 1:00 - 2:00** **SESSION | Reedy III**
How to Build a Scalable Safety Program
Brittany Maynard | Facilities Safety & Systems Manager, The Westminster Schools, Inc. | Victor Panchuk | Director of Campus Facilities, The Westminster Schools, Inc.
In this session, we'll provide you with a resourceful and innovative way to start, organize and manage your safety program. A safety program that is not only required, but inspires and motivates all of your employees. We will take you on a journey from our humble beginnings of our "safety program" and how we scaled it to what it is today.
CPE Learning Objective: Attendees will review a case study in one school's development of a complete safety plan. | CPE Field of Study: Business Management & Organization | Recommended CPE: 1.00
- 2:00 - 2:30** **BREAK WITH SPONSORS | Reedy Pre-Function**
- 2:30 - 3:00** **ROUNDTABLE DISCUSSIONS | Reedy III**
Come with your questions and challenges! Learn from your peers and come prepared to share your best practices and success stories.

REGISTER NOW!

FULL SCHEDULE

MONDAY, FEBRUARY 6 *Continued*

3:00 - 4:00

SESSION | Reedy III

Government Guidelines for SEER and Refrigerants 2023 and Beyond

Ed McIntosh | Director of Institutional Sales, Carrier Enterprise

Join us as we discuss the DOE Regulatory changes (SEER2 & Efficiency Changes), Cylinder Mandates, as well as EPA HFC Refrigerant Phaseouts and Reclamation.

CPE Learning Objective: Participants will review the most recent guidelines to changes and updates in HVAC maintenance. | CPE Field of Study: Specialized Knowledge | Recommended CPE: 1.00

5:00 - 6:00

HOSPITALITY SUITE | Broad & Main

Generously Sponsored by Two Way Radio Gear, Inc.

TUESDAY, FEBRUARY 7

8:00 - 8:30

BREAKFAST AND COFFEE CONNECTIONS WITH SPONSORS | Reedy I&II

8:30 - 9:30

SESSION | Reedy I&II

Watch out! Legal Risks in Employee Discipline

Jenna Rubin | Associate, Fisher Phillips

Effective employee discipline is a necessary skill for any manager and can easily veer into dangerous territory. In this session, we will start by discussing anti-discrimination and anti-harassment laws, which should guide our discipline decisions. We will discuss performance reviews, suspensions, demotions, corrective action, and reprimands and a few best practice tips.

CPE Learning Objective: Participants will review a variety of issues related to managing their employees. | CPE Field of Study: Personnel/Human Resources | Recommended CPE: 1.00

9:30 - 10:00

BREAK WITH SPONSORS | Reedy Pre-Function

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FULL SCHEDULE

TUESDAY, FEBRUARY 7 *Continued*

- 10:00 - 11:00** **SESSION | Reedy III**
Planning and the Facilities Life Cycle: No Building Left Behind
Joe Rayburn | Director of Sales, Building Solutions
The Facilities Life Cycle begins with the school's strategic plan and campus master plan, is further informed by a facilities assessment, operating budget, and PRRSM fund. Planning and executing the facilities priorities that arise out of these five key documents is often a balancing act that is most successfully performed with coaching, information systems, and strategically minded leadership at senior administrative and facilities levels.
CPE Learning Objective: Attendees will review the five key documents included in planning for the life of your campus buildings. | CPE Field of Study: Business Management & Organization | Recommended CPE: 1.00
- 11:00 -12:00** **SESSION | Reedy III**
Defend Your Glass - How to Protect Your Buildings Weakest Points
Justin Moya | Southeast Business Development Representative, Films and Graphics
This session will discuss building access control and tiered approach to reducing the threat to your community due to external factors including attempted intrusion, natural disasters and more.
CPE Learning Objective: Attendees will explore a variety of ways to control building access. | CPE Field of Study: Production | Recommended CPE: 1.00
- 12:00** **WRAP UP / GRAB AND GO LUNCH | Reedy Pre-Function**

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CPE / HRCI INFORMATION

To comply with the NASBA standards for program evaluation and to obtain CPE CREDIT, each attendee is required to complete the following items:

1. Sign the CPE Sign-in Forms for sessions you attend.
2. Complete the CPE Form and CPE questions in the conference survey. The survey will be emailed to all attendees following the conference.

CPE Certificates of Credit will be emailed directly to each attendee upon verification.

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour. For more information regarding administrative policies such as complaint, refund, and cancellation, call Dianne Sagaas at MISBO at 404.921.3812.



MISBO is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbregistry.org



MISBO is a recognized provider of recertification credits. This program has been submitted to the HR Certification Institute for review.

We power independent schools.™

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