
FRIDAY FLYER

PAISBOA

Volume VII, No 16 - September 21, 2018

CALENDAR OF UPCOMING EVENTS

Wednesday, September 26: *Wednesday Webinar* with RUVNA - **SAVE THE DATE!**

Thursday, September 27: PAISBOA Welcome Back BBQ! - **REGISTER TODAY!**

Tuesday, October 2: PAISBOA Data Survey Webinar Q&A - **SAVE THE DATE!**

Thursday, October 11: Impact Investing with Glenmede - **REGISTER TODAY!**

Wednesday, October 17: Consortia Manager Meet & Greet for Member Schools
- **REGISTER TODAY!**

Wednesday, October 17: Organizational Health Day with Scott Barron - **REGISTER TODAY!**

Thursday, October 18: Plant Managers Meeting - **REGISTER TODAY!**

Wednesday, October 24: *Wednesday Webinar* with GradFin - **SAVE THE DATE!**

Wednesday, October 24: Sustainability Group at SCH - **REGISTER TODAY!**

Thursday, October 25: Lunch and Learn with ATLIS - **REGISTER TODAY!**

Tuesday, October 30: Consortia Manager Meet & Greet for Vendors - **REGISTER TODAY!**

Wednesday, November 14: PAISBOA Business Insurance Group Annual Meeting - **REGISTER TODAY!**

Thursday, November 28: *Wednesday Webinar* with SchoolDoc - **SAVE THE DATE!**

Friday, December 7: HR Day - SAVE THE DATE - **REGISTER TODAY!**

Thursday, December 13: Plant Managers Meeting - **REGISTER TODAY!**

Wednesday, January 23: Purchasing Consortium Annual Meeting at the Springfield Country Club - **SAVE THE DATE! - REGISTER TODAY**

FROM THE EXECUTIVE DIRECTOR



SEPTEMBER 21, 2018

Why We All Should Care about Student Loan Debt

Student loan debt is now the second highest consumer debt category - behind only mortgage debt - and higher than both credit cards and auto loans, according to Forbes. *Make Lemonade*, a personal finance comparison site, cites there are more than 44 million borrowers who collectively owe **\$1.5 trillion in student loan debt** in the U.S. alone. The average student in the Class of 2016 has \$37,172 in student loan debt.

Here are some of the staggering statistics:

Total Student Loan Debt: \$1.52 trillion

Total U.S. Borrowers With Student Loan Debt: 44.2 million

Student Loan Delinquency Or Default Rate: 10.7% (90+ days delinquent)

Total Increase In Student Loan Debt In Most Recent Quarter: \$29 billion

New Delinquent Balances (30+ days): \$32.6 billion

States With The Most Student Loan Debt - California, Florida, Texas and New York are among the four highest states for total student loan debt outstanding among resident borrowers. Pennsylvania is #6 on the list.

Nearly seven in 10 seniors (68%) who graduated from public and non-profit colleges in 2015 had student loan debt.

Four out of five 2016 graduates with state loan debt attended schools in just four states: Texas, Minnesota, Massachusetts, and New Jersey that awarded only 14% of bachelor's degrees.

Of the 100 colleges where graduates borrow most in private loans, 85 are nonprofit four-year colleges and 34 are in Pennsylvania.

In ***The New Toll of American Student Debt in 3 Charts***, Bernard and Russell cite a new game show “PAID OFF” as a sign of the times offering winners not dream vacations or new cars, but a pile of cash to help lessen the crushing weight of their student debt. But that is not the whole story. They say, “A new analysis of federal loan data indicates that the average student’s debt load is plateauing, and perhaps even declining slightly, at least when adjusted for inflation.” So, who is picking up the slack? Parents!

A college education is not becoming more affordable, and students are borrowing the maximum amount from state and federal loans. This leaves the remainder of the of the burden for parents to shoulder, and many parents are going into debt to finance their children’s education.

Should Businesses Help Employees Pay Off Their Student Loans? In an article for *The Atlantic*, Amy Merrick purports that there is no tax advantage like there is for retirement plans, healthcare and tuition assistance, and it’s not easy, but some employers are offering loan repayment as a benefit. She goes on to say that A U.S. House bill introduced in February 2017, H.R. 795, would give employers’ student-loan payments more favorable tax consideration, bringing them in line with tuition assistance. The bill has more than 100 co-sponsors from both parties, but the measure was not included in the giant tax- reform plan passed in December, and it is stalled in the House Ways and Means Committee.

Additionally, some of these companies are starting to offer this benefit to older employees who have taken out loans to cover their children’s college costs. (People over the age of 50 are the fastest-growing group of people who hold student debt in the United States.)

As a parent of two millennial children, this is compelling. Mike and I experienced this phenomenon while both our kids were in college, and I was pursuing my doctorate. His nickname for me is “Dr. Debt!” We see how this is affecting our children’s generation, as well as our peers, who are taking on debt to support their children’s educational goals. What can we do?

PAISBOA has partnered with **GradFin** to help our independent schools and universities help their employees address student debt. **GradFin** has been working successfully with people who want to refinance their student loans—by helping them understand their own personal financial situation through education, and by helping them create a realistic payment plan. Sign on to our **Wednesday Webinar** at 10 a.m. on **Wednesday, October 24** to hear more from **GradFin**, and become part of the solution to this ever-growing problem.

Take advantage of the Power of the Flock!

Aggie

PAISBOA GENERAL NEWS

PAISBOA Annual Data Survey Deadline Looms! Have YOU Started?

The deadline is fast approaching to complete the **PAISBOA Annual Data Survey**. At this point, **23** schools have started their surveys. Are you one of them? If not... tick tock!!

Please remember the following **CRITICAL DEADLINES**:

- General Survey: **Friday, October 5.**
- Salary Survey: **Friday, October 12.**

Don't forget to complete all parts of the survey that apply to your school, and make sure to proof your responses. The best way of catching errors is for you to take a few minutes to double check your responses on the PDF



provided before you hit "Submit."

If you have any questions about the survey, please join us on our final 30-minute **Q&A Webinar**, hosted by our Survey Gurus, on **Tuesday, October 2** at 10am. Look for your ZOOM link the day before the webinar!

If you have additional questions, reach out to Ron Hill at admin@paisboa.org.

Welcome Back Barbeque Next Week!

Our **First Annual Welcome Back Barbeque!** is next week. Please join us this coming **Thursday, September 27**, when we'll be offering delicious fare from Mission BBQ and a side order of "Fiduciary Compliance."

Learn more about your Fiduciary responsibility regarding your institution's Retirement Plans when our panel of experts from **Carroll Consultants** take us through their easy-to-understand **Fiduciary Compliance Checklist**.

This will be our first social event of the new school year, so don't miss out! For more information, or to register, [CLICK HERE](#). Don't miss out! **CPE CREDIT ELIGIBLE!**



Impact Investing Workshop with Glenmede set for October 11

A growing number of investors have discovered that environmental, social, and governance (ESG) factors can be incorporated the investment process and add value to their portfolios. Research has resulted in a new era in the discipline of *impact investing*. We're excited to look further into this, so please join us on **Thursday, October 11** for a special program on **Impact Investing**. Sponsored by **Glenmede**, the seminar will take place at the PAISBOA Offices in Radnor Township from 11:00 a.m.-1 p.m.



A spectrum of approaches has emerged, from identifying companies that adopt ESG-aware policies and practices to direct value-based investing. The result is more and more institutional investors are building impact criteria into their investment process. So don't miss this fascinating workshop that will undoubtedly give you something to think about when reviewing your investments. To register, or for more information, [CLICK HERE](#). **CPE CREDIT ELIGIBLE!**

Organizational Health Day with Scott Barron Oct. 17

Organizationally healthy schools consistently outperform their competitors. School boards and boards that prioritize organizational health reach their strategic goals at a higher rate, and they're able to demonstrate short-term performance gains in just 6 to 12 months. This is true for schools across every genre of education and context.

To guide you on your journey to achieve greater organizational health, PAISBOA has partnered with School Growth to create **Organizational Health Day**, a professional development experience designed to equip your leadership team with the tools and expertise to address this critical need. Please join us on **Wednesday, October 17** as **Scott Barron** presents the Three "Core Components" of your school's Growth Engine and gives us insights into what a High Performing Leadership Team looks like.



SAVE THE DATE!! [CLICK HERE to Register](#) or for more information. **CPE CREDIT ELIGIBLE!**

Lunch and Learn with ATLIS October 25

Business Officers, Tech Directors and other interested administrators are cordially invited to our **Lunch and Learn** on **Thursday, October 25**. In association with ATLIS, *Don't Work Alone: How Business Officers and Technology Directors Can Work Together to Manage Risk* is an interactive program designed to promote a better understanding of the trends facing independent schools in the area of technology and risk management. [READ MORE HERE!](#) **CPE CREDIT ELIGIBLE!**

WEDNESDAY WEBINARS

ruvna - September 26

Our next **Wednesday Webinar** -- on **September 26** at 10 a.m. -- will feature **Marshall Singer** of Ruvna, a real-time school safety platform that enables schools to locate and account for students and staff, chat live with faculty, and get help to those in need quickly, safely, and accurately during emergencies and drills. **Ruvna** replaces paper-and-clipboard emergency rosters, eliminating the need for paper rosters, red/green cards, walkie-talkies, and more. Schools also use Ruvna to speed up monthly fire drills and streamline staff notifications and messaging. No registration necessary! Join us [AT THIS LINK](#).



GradFin - October 24

GradFin provides comprehensive solutions that give borrowers the ability to reduce their debt by refinancing and consolidating student loans; and to provide a faster and more efficient path for your employees to become debt-free. Join us on **Wednesday, October 24** at 10 a.m., when Senior Vice President **Brian Walters** gives us the inside scoop on how [GradFin's programs](#) help borrowers save thousands of dollars over the terms of their loans.

SchoolDoc.com - November 28

SchoolDoc.com is a secure, easy-to-use web-based solution that manages health forms, allergies, medications, immunizations, and illness/injury tracking for your school throughout the year. After our successful partnership launch in June 2018, [SchoolDoc.com](#) continues to expand the portfolio of health and safety features to now include text message alerts and discounted medical supplies available to PAISBOA members. **Riley Nolan** and **Caroline Keros** of SchoolDoc.com will talk about product enhancements and new developments on **Wednesday, November 28** at 10 a.m.

Look for your Webinar Link right before each session! For more information, visit our [Upcoming Webinars](#) page.

PLANT MANAGERS

Plant Managers Unlock the Secrets to Leadership on October 18

Leadership can be an elusive trait, but you know it when you see it. In their multiple roles and responsibilities, **Plant Managers** are engaged in many situations which call for leadership, and in our first meeting of the new school year -- **Thursday, October 18** from 11:30 a.m. to 1:30 p.m. -- we are pleased to bring back **Dean DiSibio**, VP of Sales and Marketing for the Philip Rosenau Co., for another installment of his **Unlock the Secrets to Leadership** series.



In this unique workshop, Dean, a US Army Reserve Colonel (Ret.), takes a non-traditional approach to helping others learn about leadership, illustrating the principles that today's effective leaders must have in order to succeed. Dean engages you in a lively discussion on the traits and characteristics of successful leaders using

clips from popular and classic films. You'll be motivated to think and rethink the impact that leaders have on an organization, how you can hone your own skills, enhance the application of the leadership skills you possess, and develop the ones you feel you may lack. You'll have the opportunity to take a personal leadership assessment to help pinpoint additional opportunities for development.

Don't miss this enlightening program! **Save the Date** and **Register Today!**

VENDOR SPOTLIGHT

SchoolDoc.com Expands Product Features

SchoolDoc.com

After a successful partnership launch in June 2018, SchoolDoc.com continues to expand the portfolio of health and safety features to now include text message alerts and discounted medical supplies available to PAISBOA members.

Text Message Alerts:

Whether broadcasting important school announcements or emergency notifications, many families and school staff now prefer text messages over email for mass communications. Through SchoolDoc.com text message alerts, schools now have the ability to easily send mass notifications reliably and quickly through text/SMS messages. Find out more information at [SchoolDoc.com Text Messaging](http://SchoolDoc.com/TextMessaging).

Medical Supplies:

Schools now have the option to place medical supply orders through SchoolDoc.com at discounted pricing with no order minimums or amounts. Orders can include everything from stock over-the-counter medications, to bandaids, thermometers, gloves, crutches, stethoscopes and even AEDs. Find out more information at [SchoolDoc.com Medical Supplies](http://SchoolDoc.com/MedicalSupplies).

These products expand on SchoolDoc.com's successful primary product Electronic Health Record (EHR) system, eMAR (Electronic Medical Administration Record) and online registration services, something that more and more of our schools are finding necessary. Designed by school nurses and directors, SchoolDoc.com is a secure, easy-to-use web-based solution that manages health forms, allergies, medications, immunizations, and illness/injury tracking for your school throughout the school year.

Our contacts are **Riley Nolan**, Director of Sales, riley@schooldoc.com and 734-619-8313; and **Caroline Keros**, Director of Marketing & Strategy, caroline@schooldoc.com and 734-619-8300 ext. 30.

CDW-G's E-Rate Funding Webinars Continue

CDW-G's webinar series intended to help schools maximize their E-Rate funding continues with sessions on September 25 and October 10. Hosted by Amy Passow, Infrastructure Transformation Business Development specialist, the Webinars will take place on Tuesdays at 12 noon EST. The [promotional flyer](#) contains dates, times, and password links. For specific information about your school's account, contact Thomas Figureido at thomfig@cdwg.com, call 203-851-7220, or visit CDWG.com/paisboa.

Health and Safety

Colds, Flu and Other Nasty Viruses – Second in a series

John Thomas, Philip Rosenau Co.



Being prepared is the first step to preventing the spread of infections. Here are more things that you can do to get your facility ready for the unavoidable this coming year.

Your students are back, and now is the time to develop and implement your game plan for dealing with the eventual outbreak of runny noses, sneezes, and stomach bugs. These infections take your students out of their

desks and their teachers out of their classrooms. Although it's not possible to protect everyone all the time, prudent steps can be taken to help mitigate the impact of an outbreak on your organization.

In this installment, we will be addressing the upcoming cold and flu season. Adding to this group of respiratory infections, we will also be discussing gastrointestinal infections, otherwise known as the stomach flu. The season for these type of institutional infections typically manifest themselves during the same winter months.

[READ MORE](#)

SUSTAINABILITY

Sustainability Group Kicks off School Year With October 24 Meeting at SCH

The **PAISBOA Sustainability Group** next meets on **Wednesday, October 24** at Springside Chestnut Hill Academy. Come learn about connecting your school with nature and the power of Biophilia. To register, [CLICK HERE](#).

Coordinated by PAISBOA and Boyer Sudduth Environmental Consultants, the **PAISBOA Sustainability Group** is a network of environmental sustainability champions from area independent schools. The group gathers three times a year at member schools, tours "green" campus features at a designated host school, with time to network with peers. At each session, the group discusses a specific sustainability topic over dinner provided by the host school.

If your school is not already participating in the *PAISBOA Sustainability Group*, please contact Ron Hill admin@paisboa.org or Mary Ann Boyer maboyer61@gmail.com. You can also sign up to receive emails through the group's e-list. Contact Ron Hill for more information.

Upcoming Meetings: **Tuesday, January 15, 2019**, at Ancillae-Assumpta Academy; **Thursday, April 4, 2019**, at The Shipley School. Meetings take place from 5:15 pm - 7:30 and include a tour of the host school's sustainability features, networking opportunities, and a sustainable dinner. **SAVE THE DATES!**



HUMAN RESOURCES

New Narcan Requirement in New Jersey Schools

Susan M. Guerette, Fisher Phillips

Schools may have heard that new legislation was recently adopted in New Jersey requiring public and private schools with grades 9, 10, 11 or 12 to maintain and administer opioid antidotes. The law requires that schools develop a policy for administering antidotes to individuals experiencing an opioid overdose.

Under the law, "opioid antidote" is defined to include, but not be limited to, naloxone hydrochloride, in any dosage amount, which is administered through nasal spray or any other FDA-approved methods. School nurses are to administer the antidote but school administrators are to designate additional employees to administer the antidote in the event that the school does not have a nurse on staff or the nurse is not physically present at the time. The person administering the antidote will have immunity for their actions as long as they administer the drug in good faith.



The law further authorizes schools to obtain a standing order for opioid antidotes and requires that they maintain a supply of opioid antidotes in a secure but unlocked and easily accessible location. The antidotes must be accessible in the school during regular school hours and during school-sponsored functions that take place in the school or on school grounds adjacent to the school building. School administrators in their discretion may also make opioid antidotes accessible during school-sponsored functions that take place off school grounds.

While the Department of Education has been directed to develop guidelines for these policies, schools would be advised to begin planning around this new law.

Fisher Phillips provides free advice regarding simple employment related questions to PAISBOA member schools, so please do not hesitate to call if you have questions. Email Susan at sguerette@fisherphillips.com



October is Anti-Bullying Month

Robert Pallini, Willis Towers Watson

In honor of **Anti-Bullying Month**, it seems like a logical time to discuss the implementation of an Anti-Bullying procedure in your school.

When developing procedures for an Anti-Bullying policy, schools should be sure to include everyone - administrators, faculty, staff, students, and even parents to establish a uniform approach to the prevention and proper management of bullying by all parties affected.

The following should be considered when developing an anti-bullying policy:

1. Make sure that the policies and procedures you develop comply with regulations established by the Department of Education. These guidelines should be communicated to staff, students and parents via newsletter or other school publications. The guidelines should also be re-enforced regularly in school through ongoing discussions between faculty and students.
2. Make sure that your message is clearly delivered – Bullying will not be tolerated at any level. Be sure that all staff, students, and parents are aware of the code of conduct and the consequences for disregarding the rules.
3. Make the reporting of an incident easy and possibly anonymous. People will be more likely to report an incident of bullying if they can do so without the threat of retaliation. No staff member, student or parent should be afraid to step-up and put an end to bullying.
4. Properly train your staff in the following areas:
 - o How to spot bullying or the warning signs that someone could potentially be getting bullied. These signs include physical displays of aggression from one or more students against another, verbal insults or taunting, and public humiliation directed towards a specific student.
 - o How to properly report an incident and how to follow-up on a suspected case of bullying. Train your staff in effective ways to intervene without making it overly obvious or embarrassing to the students involved.
 - o How to communicate their concerns to the students and parents of the parties involved.



For more information about the **PAISBOA Business Insurance Group**, contact Ron Hill at admin@paisboa.org or 484-367-7553, or Robert Pallini at 610-260-4359 or by email at Robert.pallini@willistowerswatson.com.

EMPLOYEE BENEFITS

Use Analytics to Evaluate Your Retirement Plan

Marcie Carroll, Carroll Consultants



Your retirement plan is a valuable resource for your employees and serves as a vehicle to attract and retain top talent. Ensuring plan success is crucial. Examining plan analytics can help evaluate its success.

Plan analytics you should explore:

Median age, tenure and savings rates of plan participants

These analytics can be helpful to determine which age groups are not strongly participating and may be encouraged to do so via on-site meetings, focused mailings and other communication and education.

Participants not contributing sufficiently to receive all eligible employer match

Participants "leaving money on the table" can be studied to explain why contributing to the employer match maximum is so advantageous (e.g., with a 50 percent match, participants automatically earn 50 percent "return" on their contribution before any investment gains occur).

Participants, by age, in each target date fund

Another demographic that can be helped by focused participant communications.

Participants taking loans

It is important for plan fiduciaries to determine if the plan loan provision is being abused. This can result in significant asset leakage with participants and oversight concerns for plan fiduciaries.

Loan default rates

Loan defaults also create problems for participants (taxation & penalties for premature distributions) and plan fiduciaries (loan defaults at 90 days arrear are a fiduciary breach).

Dollar amounts of employee contributions by type and source

These analytics allow for a deep dive into appropriateness of participant behavior potentially impacting plan menu design decisions, employee investment assistance, Roth utilization, TDF utilization and more.

Many factors impact the success of your plan. Studying your plan's analytics helps you improve your plan and ensures your employees reach their retirement goals.

Founded in the 1950s, Carroll Consultants, Ltd. provides investment advisory, retirement plan consulting and administration services to clients throughout the country. For further information about this article, please contact Marcie Carroll at mcarrroll@cclbenefits.com or 610-225-1210.

BULLETIN BOARD

Special PAISBOA Offer to attend VirCon6

Last year we attended VirCon5, produced by Brendan Schneider, Director of Advancement at Swickley Academy. Most of Brendan's experience is in Admissions, where he has been an active presenter in many national forums.

[Here is the link](#) to his website.

VirCon6 is scheduled for **Saturday, October 13**, and Brendan has organized a daylong, web-based seminar broken down into short segments. We have negotiated a special price of \$247 for our members (a \$100 savings!). Use the coupon code **PAISBOA** when you register. This is an exceptional resource for schools of all sizes. [Learn more today!](#)

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