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 MUSIC Annual Membership Meeting”



## ANNUAL MEMBERSHIP MEETING AGENDA

**Thursday, January 24, 2019**

Granada Room

8:00am	<b>Registration</b> – Coffee and Rolls
8:30am	<b>Welcome</b> <b>Introductions</b> MUSIC Board of Directors MUSIC Administrative Staff MUSIC Claims Staff Guests
9:00am	<b>Attendance Prize Drawing</b> <b>The State of MUSIC</b> – Mark Stockwell and Scott Wightman Opening Remarks Financial Summary Membership MUSIC Advantages State of the Insurance Marketplace MUSIC’s Reinsurance Renewal Umbrella Program Appraisal Program Benchmark Reports Claims Experience / Large Losses in 2018 Coverage Update 2018 Activities / 2019 Projects New Work Comp Tool Kit
9:45am	<b>Break</b>
10:00am	<b>Attendance Prize Drawing</b> <b>Keeping a Cool Head and a Warm Heart</b> Karen Tokars – Law Professor & Director, Negotiations & Dispute Resolution Program - Washington University Natalie Hoernschemeyer – Mickes O’Toole Law Firm Anita Kiehne – MUSIC Staff
10:30am	<b>Attendance Prize Drawing</b> <b>Actions Speak Louder Than Words</b> Jan Hargrave – CEO of Jan Hargrave & Associates, a Houston-based consulting firm
11:45am	<b>Lunch</b> – Marbella Room

**Thursday, January 24, 2019** (continued)

1:00pm	<b>Attendance Prize Drawing</b> <b>Presentation of Dr. Gary VanMeter Award for Risk Management Excellence</b>
1:15pm	<b>Ending Hazing in Our Schools: Prevention through Education</b> Tony Tramelli – West County Psychological Association
2:00pm	<b>Break</b>
2:15pm	<b>Vendor Risk Management</b> Scott Wightman – MUSIC Staff
3:00pm	<b>Attendance Prize Drawing</b> <b>Ask The Experts</b>
4:00pm	<b>Seminar Adjourned</b>
5:30pm	<b>Reception</b> – Marbella Room Sponsored by Arthur J. Gallagher & Company (Member representatives register for 7:00pm attendance prize drawing)

**Friday, January 25, 2019**

Granada Room

8:00am	<b>Registration</b> – Coffee and Rolls
8:30am	<b>Attendance Prize Drawing</b> <b>Evaluating, Disciplining and Communicating about Student Threats of Violence</b> MO Ed Counsel – Drew Marriott and Duane Martin
9:00am	<b>Hidden Dangers: New Evidence in Discrimination and Harassment Claims</b> Members of the law firm of Tueth, Kenney, Cooper Mohan & Jackstadt
9:45am	<b>General Membership Meeting</b> Approval of 2018 General Membership Meeting Minutes Membership Concerns & Suggestions Annual Election of Directors Adjournment

## MUSIC ANNUAL MEMBERSHIP MEETING SESSION DESCRIPTIONS

### **The State of MUSIC**

The MUSIC Staff will take some time to bring you up to date on the continued success of your program through the end of 2018, our plans to address a few of the savings opportunities in 2019, and present practical ideas on how members can take better advantage of the services offered. We will also walk you through the current state of the insurance marketplace and how it interacts with a large self-insurance pooling program like MUSIC. We think you will walk away being very glad to be part of this member-owned organization!

### **Keeping a Cool Head and a Warm Heart**

In a time where harassment, bullying and abuse is continuously in the news, it is no wonder our districts and colleges face many challenges when claims or suits are filed. These situations are emotionally charged and highly sensitive and the actions we take before and after such incidents can definitely change the ultimate outcome.

This presentation is from a Mediator's perspective when the case has reached a time to meet with the other side and determine if the claim can be settled. Not only can the investigation and post-loss steps prevent further harm from coming into play, but our training, policies and procedures are at issue as well. Learn how you can make a difference in the course these claims take on the path to resolution.

### **Action Speak Louder Than Words**

It's a scientific fact that a person's body gestures give away his or her true intentions. Actually, over ninety percent of all face-to-face communication is nonverbal; thus, the silent messages of the body often reveal more than the spoken word in conveying true feelings and attitudes. Jan Hargrave, behavioral authority on nonverbal communication, and author of *Let Me See Your Body Talk*, *Freeway of Love*, *Judge the Jury*, *Strictly Business Body Language*, and *Poker Face*, helps you improve your communication skills.

Clear, practical and fun, this seminar offers a wealth of detailed information concerning effective communication and the "hidden messages" of those around you as well as yourself. Jan Hargrave's fascinating presentation gives you the advantages you need to make in-depth character assessments, as well as an increased ability to develop ethical nonverbal behaviors in all professional relationships. Knowledge of this information can spell the difference between success or failure in every encounter.

### **Ending Hazing in our Schools: Prevention through Education**

Hazing is defined as any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate. It is estimated that nearly half of all students have experienced hazing prior to entering college.

This presentation will focus on the prevalence of hazing in elementary and secondary schools as well as the immediate and long-term threats that it imposes on students. We will also discuss prevention, intervention, and postvention strategies for school professionals.

### **Vendor Risk Management**

This session focuses on best practice steps to take in managing the risks related to your vendor relationships. With the right policies and procedures in place, you can make sure that you are both transferring the majority of your risks to a third party, and also making sure that the liabilities they create stay with them. We think it will be a practical session and you will take away the tools you need manage the process well.

### **Ask The Experts**

This session has become an annual event. We'll put our defense lawyers on the spot and you'll get some free legal advice. Remember to submit your questions to the panel.

## **Evaluating, Disciplining and Communicating about Student Threats of Violence**

School districts over the past year have been faced with tough decisions as students make statements that are potentially true threats of violence. The school must calibrate its response to the student perpetrator's action and determine how best to communicate to victims and the public about the threat. This session will provide a step-by-step study for analyzing and handling student threats of violence from first learning of the threat through the final discipline the student. We will touch upon disputes, using communication strategies to avoid disputes, and litigation arising from student threats of violence, and discuss ways to ensure your district or college is best positioned for such litigation.

## **Hidden Dangers: New Evidence in Discrimination and Harassment Claims**

Laws prohibiting discrimination and harassment have been in effect for more than 50 years. Over time, the facts and circumstances that most commonly give rise to such claims have changed in response to cultural shifts and consistent enforcement of anti-discrimination laws.

Whereas early Title VI, Title VII, Title IX, or ADA claims may have focused on overt acts of race, gender, or disability-based discrimination, today's claims are likely to be more subtle. Allegations of "microaggressions" or "bullying" may not immediately seem significant, but school administrators are wise to pay close attention to such claims, as they could be evidence of illegal discrimination or harassment.

This presentation will identify some of the more subtle forms of discrimination and harassment affecting students and employees. We will explore the circumstances under which such incidents may be illegal, and provide tips for identifying, investigating, and addressing such incidents to avoid potential litigation.