



# 2017 Summer Retreat Series

JOIN US IN ONE OF OUR RELAXING AND FUN-FILLED LOCATIONS!

## RONALD V. MCGUCKIN AND ASSOCIATES

Post Office Box 2126 Bristol, PA 19007 (215) 785-3400 (215) 785-3401 (Fax) [www.childproviderlaw.com](http://www.childproviderlaw.com)

### SEMINAR SCHEDULE AND LOCATIONS

**Tuesday and Wednesday**

9:00 a.m. until 5:00 p.m.

**Thursday**

9:00 a.m. until 2:00 p.m.

### Sessions ONE and FOUR

**Inn of Cape May**

**7 Ocean Street, Cape May, NJ**

Hotel Reservations can be made by calling

**(609) 884-5555**

### Sessions TWO and THREE

**Hampton Inn Stroudsburg, PA**

**114 S. Main St Stroudsburg, PA**

Hotel Reservations can be made by calling

**(570) 424-0400**

Group Rate: \$109/night Group Name: Ronald V. McGuckin and Associates.

### PRESENTERS

Ronald V. McGuckin, Esq. & Dawn K. Martini, BS Ed will be presenting our 2017 Summer Retreat Series. For more information on our presenters go to [www.childproviderlaw.com](http://www.childproviderlaw.com) and view the Presenter Biographies.

### TRAINING HOURS

All participants will receive a Training Certificate for 18 hours of training per session. **Pennsylvania** participants will receive a PA Keys Training Certificate for any location. **Texas** participants will receive a state specific certificate for any location. CEU's are not available.

### SESSION ONE

**Managing Millennials**

**June 27, 28 and 29, 2017**

**The Inn of Cape May, Cape May, NJ**

This session will focus on developing owners and directors as effective managers, leaders and communicators all of which aren't necessarily the same skill set. We will look at how to manage "Millennials" and use their talents to the agency's advantage. We will discuss the 5 Appreciation Languages to help owners and directors get their employees to want to work for them. We will also explore why it is OK to be the boss and how you can learn to manage with authority and confidence. We will look at some communication and team building activities to use in your workplace to improve communication and enhance the sense of community.

### SESSION THREE

**It's A Business!**

**July 25, 26 and 27, 2017**

**Hampton Inn Stroudsburg, PA**

Understanding Corporate Structures and their advantages for tax and liability protection.  
To Profit or Not to Profit: That is NOT the Question: Understanding Tax Exemption  
Should I also have a Non-Profit? A look at the advantages of establishing a NPO for For-Profit Businesses.  
Making Your Budget Work  
Cost Analysis: Just How Much do those Little Ones Cost You?  
Understanding Your Agency's Financial Statements  
Compensation Packages: Wages and Benefits  
Controlling Cash Flow: Dealing with Late Tuition Payments  
Including Tuition/Fee Agreements, Policies and Procedures for Payment of Tuition and Collections  
All participants should bring their most recent Profit and Loss Statement and their detailed budget, income and enrollment data.

### SESSION TWO

**18 Hour Law School for ECE Administrators**

**July 11, 12 and 13, 2017**

**Hampton Inn Stroudsburg, PA**

An Overview of Basic Legal Concepts which are Key to Running a Successful Child Care Program including:  
Contracts in an At Will Workplace  
Employment Law  
The Fair Labor Standards Act:  
The FairPay Update: Including OT, Training Pay and Exempt Status Rules  
Unemployment Compensation  
Discrimination and the EEOC  
The Americans with Disabilities Act and Accommodating both Employees and Children  
Confidentiality and Rights of Privacy  
Custody: Releasing Children to the Appropriate Parent

### SESSION FOUR

**Advanced Personnel Policy Writing**

**August 8, 9 and 10, 2017**

**The Inn of Cape May in Cape May, NJ**

This session will focus on the latest issues in the area of personnel policies. We will discuss using your personnel policy manual as an effective management tool. Participants will be engaged in Drafting and Editing their Agency's Personnel Policies on days two and three. Participants will be able to discuss agency specific issues with the presenter to develop appropriate language to address the issues. Participants are asked to bring their current Personnel Policy Manual and a laptop.  
For an additional fee, we will review your current Personnel Policy Manual prior to the seminar and provide written feedback. Contact Dawn: 215-785-3400 for specific details and deadlines for submission.



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(215) 785-3400 (215) 785-3401 (Fax) [childproviderlaw.com](http://childproviderlaw.com)

### Registration Form

NAME: \_\_\_\_\_ SESSION \_\_\_\_\_

NAME: \_\_\_\_\_ SESSION \_\_\_\_\_

NAME: \_\_\_\_\_ SESSION \_\_\_\_\_

AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

Email Address: \_\_\_\_\_

**REGISTRATION FEE: \$375.00 PER PERSON**

#### DISCOUNTS:

**\$300.00 PER PERSON** When registering three or more people, for Law Office Retainer Clients, Previous Director's Boot Camp, or Summer Retreat Series Attendees.

**\$300.00 PER PERSON** for ANY paid registration received BEFORE December 31, 2016.

**\$325.00 PER PERSON** for ANY paid registration received between January 1, 2017 and March 1, 2017.

#### PAYMENT

\_\_\_\_\_ A check made payable to  
**RONALD V. MCGUCKIN**

\_\_\_\_\_ Please charge my MasterCard  
Visa/Discover/Amex

Acct. # \_\_\_\_\_

Exp. Date: \_\_\_\_\_

Billing Zip Code: \_\_\_\_\_

3 Digit Sec Code: \_\_\_\_\_

**TOTAL DUE:** \_\_\_\_\_

REGISTRATION FEE INCLUDES TUITION ONLY. MEALS AND ACCOMODATIONS ARE NOT INCLUDED. IF REGISTERING MORE THAN THREE PEOPLE PLEASE INCLUDE NAMES BELOW IN OPEN SPACE.

#### PLEASE MAIL REGISTRATION INFORMATION TO:

RONALD V. MCGUCKIN AND ASSOCIATES  
P.O. BOX 2126 Bristol, PA 19007

OR FAX YOUR REGISTRATION TO: (215) 785-3401

We reserve the right to cancel any session due to an insufficient number of registrants. We are not responsible for any expenses incurred by the participants in the event the session must be cancelled. Please do not make any non-refundable travel arrangements until you have received a confirmation of your registration and a confirmation that the session will be held.

**Registrant Cancellation Policy:** Cancellations received 20 business days or less prior to the first day of the seminar will not be refunded or credited. Cancellations received between 21 and 30 business days prior to the seminar will be offered full credit for future participation in a RVM and Associates professional development program or towards the purchase of any publications. Cancellations received 31 or more business days prior to the start of the seminar will be fully refunded in the manner in which the

### PRESENTERS

Ronald V. McGuckin, Esq & Dawn K. Martini, BS Ed will be presenting our 2016 Summer Retreat Series. This is the 17th summer Ron and Dawn have presented a Summer Retreat Series together and they are excited to offer Myrtle Beach, SC as a new summer training destination. For more information on our presenters go to [www.childproviderlaw.com](http://www.childproviderlaw.com) and view the Presenter Biographies.