



Southeastern Association of School Business Officials

Quarterly Newsletter - Spring 2018

President's Message

All year I have been talking about Hitting the Right Note. I have tried to express the importance of hitting a balance in whatever your current situation may be. We all need to balance work with family, having a good time while getting the job done, and sometimes realizing what is close enough so we can move on to the next task.

In my last message I addressed the Discovery Tracks for the upcoming conference in Memphis so I will not repeat them here. Since then we have finalized the concurrent sessions. The "Conference At-a-Glance" is available on our website. You should have received an email with the links to register and if you have not done so, I encourage you to do so now. And I strongly encourage everyone to bring at least an extra \$20 to help support our Give Back Project for St. Jude's Children's Research Hospital. One hundred percent of the money collected will go to St. Jude's.

I have enjoyed going to the SASBO conferences since my first one in Lafayette, Louisiana way back in 2004. After a while I wondered about getting on the Board at some point, but after seeing the grace and poise of the Board members, I was a little uncertain if I was up to the task. When I was offered the opportunity to do so, I said yes, hoping the other Board members would not let me fail. As expected they did not.

When I was asked to become the Vice-President, I was stepping out of my comfort zone. I did so intentionally because that is the only way that you can grow. Since serving on the Board I have had the opportunity to zipline, indoor skydive, escape from an escape room, and the most fearsome of all, speak in front of large groups of colleagues. I mention this as a challenge to each of you to step out of your comfort zone and volunteer to serve on your state Board or the SASBO Board in some capacity. You have friends and colleagues who will not let you fail and the only way our organizations can continue to succeed is with each of us doing our part.

Over these years I have learned a lot, both professionally and personally. The opportunities that SASBO offers extend beyond the annual conference. They also include the annual Leadership Summit, the Expert Exchange, the Electronic Resource Center, these quarterly newsletters, and most important to me, the connections and friendships that I have cultivated over the last 14 years. To me, that is Hitting the Right Note. I challenge each of you to figure out what your Right Note is and then Hit It head on.

Have a great spring and see you in Memphis!

Chris Campbell, President

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Local School Financial Management Certificate Program

Submitted by Lynn Buch, Alabama Director

Established in 2009, the Alabama ASBO Local School Financial Management Certificate Program (LSFM) is a program designed for local school finance personnel, but is available to anyone in school business management or K-12 education. The program supports the ongoing professional development of school business officials and defines the essential skills and knowledge that every effective school business professional should possess. The program is sponsored by AASBO and the University of Alabama College of Continuing Studies and supported by the Alabama State Department of Education.

LSFM Program

The program consists of 10 courses (36 classroom hours) in school finance that provide a great deal of information in a short time. The program is designed to provide information on specific topics, the opportunity for questions and discussion, and networking with other school business officials. The program holds classes three times a year and also provides some courses online. Upon completion of the program each graduate is required to continue their training by obtaining 9 hours of CPE credit annually in order to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee and are tailored to meet the needs of school business managers.

Purpose

The purpose of the Local School Financial Management Certificate Program is to assist in the development of professional knowledge, understanding and competency to enable local school financial personnel to contribute effectively to key areas of school administration.

Program Objectives

- To provide professional growth opportunities in order to carry out effectively the responsibilities of the position.
- Gain additional knowledge and understanding about your current role.
- Apply your skills at work.
- Maximize your personal and professional development.
- Develop future leaders in school business management.
- To promote the highest professional and ethical standards of school business management practices for Alabama's schools.
- To provide recognized standards of professional competence for school business officials.
- To capitalize on the experiences and training of current school business officials to enhance the functions of all school business officials.
- To provide knowledgeable mentors.

Benefits of the LSFM Certificate

- The program is for participants with different levels of educational and local school financial management experience.
- The flexible structure of the program allows participants to focus on their particular learning needs in the context of their school.
- Opportunity offered to local school financial personnel interested in a starting point for further learning and increased knowledge in the field of school finance.
- Designed to develop your professional knowledge, understanding, and competence to a level where you will be able to contribute effectively to key areas of school administration.
- To provide you with a framework for developing and improving your own professional administrative practices within the organization where you work.
- The program promotes best practices within educational administration.
- Use of experienced practitioners and professionals as instructors in the program
- Provides a learning environment which promotes the sharing of ideas and experiences.



To everything there is a season, and a time to every purpose under the heavens: Ecclesiastes 3:1

Submitted by Sharon Chuculate, Arkansas Director

I think of this verse often this time of the year. It's the time when school personnel are looking at retirement. In my district we've received multiple letters notifying us of their intent to retire, including one in my office.

In my 21 years in school business, I've seen many of our veteran school business officials move on to the next phase of their life. With every retirement, though, comes a new face into the world of school business. I remember what it was like being new to my district and new to school finance. In a large district, having a new employee may not be as big a challenge as it is to the smaller districts. In my experience, the finance office in a smaller district is staffed by one or two individuals who wear many hats. It's very difficult to properly and thoroughly train someone in that position.

In Arkansas we are fortunate that our organization provides multiple training opportunities throughout the year for school business officials. Classes are held twice each year, typically in April and November, to provide the coursework necessary for school business official certification. Our annual conference held in the Spring provides additional opportunity to attend upper level certification courses as well. Breakout sessions are also offered during the AAEA Summer and Fall Conferences for all administrators.

Recently AASBO helped financially support the addition of a lab in the AAEA (Arkansas Association of Education Administrators) offices. The lab is used to provide small group instruction while allowing participants to log in to their own database. The first session in the lab was a hands-on workshop on how to import attendance and payroll data as well as budgets and budget adjustments into the finance system from an excel spreadsheet. We received an enormous amount of positive feedback. There is a class scheduled soon on setting up purchase order flow in our finance system.

AASBO also offers a mentoring program to non-members as well as members. Those who are mentored can become oriented to job responsibilities and expectations early in their experience, learn effective strategies that accelerate professional growth, adopt professional qualities from a mentor model, gain access to a vast network of expertise, and have personal and professional support. The mentoring group meets monthly beginning in October each year and concludes in May. The group is not limited to newcomers but experienced officials are welcome as well. I can tell you that as an experienced official I come away every time with something learned. For those who may be unable to travel into the Little Rock area, they are able to join the discussion via Zoom.

Those who have taken part in the mentoring group have this to say:

"I was only an active part of this mentoring group for one year---last year. However, it was amazing. I was the financial director of Hamburg School District last year. The time spent with this group served as valuable time. I learned so much from the people around the table. Robyn Keene is the kindest, most helpful person I know. She has helped me and my staff out many times. As superintendent this year, I have reflected on the learning and work that I was able to do with this group. For this I am grateful." --Tracy Streeter, Hamburg School District

"There are always issues that come up at the local level that the state does not always handle or address. So it's always good to hear about what is going on at other schools that may or may not come up or affect your school, and how they are handling the situation. Being able to meet others face to face, helps develop a personable business relationship that can become invaluable in time of need." --Jane Henderson, Treasurer, Lead Hill Schools

"I am very thankful that Arkansas Association of Educational Administrators (AAEA) allows us to have a mentoring group. Over the years it has allowed me to learn so much. Even more than just learning, the group has allowed me to network and meet some very knowledgeable people that I now call my friends and know that they are there to help me whenever needed." --Paula Russell, Cabot School District

"This is my first year in the mentoring group. When we are gathered it is a comfort to have the safety net of experience. I never feel out of place and I know I can bring up challenges, regardless of the subject." --Sabrina Jordan, Lake Hamilton School District

"It has given me a "go to" group of people to contact when I have questions. At the mentoring meetings I can see what other districts are dealing with now and how they are dealing with those issues so that I can be better prepared for a similar situation should I face it." --Stephany Baker, Pangburn School District

"I do NOT know where I would be without our mentoring program. As a new CFO coming into the school business world with corporate experience and no school experience, the mentoring program has offered and continues to offer the support I need. The opportunity to network with your peers and learn from the vast knowledge that they have is invaluable. I am so thankful that we have the opportunity to participate in such a great program." --Denise Palmer, Pulaski County Special School District

"I am a fairly new Business Manager (less than 3 years) and this group has really helped me stay on top of my job by keeping me informed of new policies and upcoming deadlines. The networking from these meetings is invaluable. I especially like the Zoom accessibility since I am nearly 3 hours from Little Rock!" --Kim Depriest, Mena School District

"The AASBO Mentoring sessions have been extremely valuable to me. As a second year as District Business Manager, I want to implement changes to increase efficiency without creating "change panic" among administration and bookkeeping. The session on eFinance IMPORTS for both Attendance and Budgeting was a WIN-WIN. Fellow AASBO members in the session not only taught me the import process, but how to leverage the whole process to keep "old-schoolers" comfortable while improving efficiency."--Jim Robb, West Memphis School District

"The AASBO Mentoring program has helped me tremendously since

beginning in school finance 10 years ago. The group as a whole is an invaluable resource and I encourage new District Treasurers/Bookkeepers to join. Our monthly meetings are awesome and often include presenters from the Arkansas Department of Education, which has helped me develop relationships with contacts in the department. If I have a question or issue about anything, I know I can pick up the phone or send a quick email to another member of the group for guidance. It has also helped me go from someone new who needed constant help to someone who has been able to help others, which is something I am very

proud of."--Sarah Snider, Hazen School District

"The Mentoring Group has allowed me to establish a network of peers to whom I can go for questions, bench marking, and best practices. Also, changes in State laws regarding public schools are communicated and discussed to establish the best processes for implementation. Finally, in such a broad field as school business (finance, accounting, taxes, payroll, HR, fixed assets, insurance, Federal and State law), the group is critical for continuing education."--Kevin Luck, Vilonia Schools

Mobile County Public School Systems Improve Air Quality for Children

Submitted by Emily McCollin, Alliance AutoGas

Mobile County Public School Systems (MCPSS), Alabama, was recently honored at the *Southeast Diesel Collaborative's 12th Annual Partners Meeting* in Atlanta with a Fleet Leadership Award. This award recognized the School Systems' commitment to improving air quality for children by using clean, alternative fuel. MCPSS has acquired 80 propane-powered (autogas) school buses to replace old diesel-powered buses in its fleets.

MCPSS put 30 new buses in service for the 2014-15 school year, and have shown a commitment to adding 50 buses with each new budget year! MCPSS transports 26,000 total students to and from school daily. Each new autogas bus will displace about 40,000 gallons of diesel and emit 150,000 fewer pounds of carbon dioxide over its lifetime.

Chad Chavers, Blossman Gas Manager for Mobile, will provide the autogas for the schools' on-site fueling stations. Chavers says, "I am extremely excited about our partnership with the Mobile County Public Schools. Superintendent Martha Peak and Transportation Director Pat Mitchell have been very forward thinking about the environmental impact of the 790 buses that the schools operate, serving 26,000 children. With no air conditioning, the school leadership was very concerned about the amount of toxic emissions that the students breathe in the warmer months when the windows are down. MCPSS has seen a tremendous savings on the maintenance side vs diesel, and a nice savings on the fuel price vs diesel. Mobile County Public School Systems was the first to purchase propane autogas buses in the state of Alabama and continues to lead the way."

Quick Links for More Information on the Benefits of Autogas for School Buses

<https://www.propane.com/on-road-fleets/quieter-school-buses/>

https://www.propane.com/uploadedFiles/PropaneMain/Propane/On_Road_Fleets/Back_To_School/Contents/SchoolBusConsumerOneSheet.pdf>

<https://www.propane.com/on-road-fleets/better-our-buses/>>

<https://www.blossmangas.com/Company/News/Blue-Note-Newsletter/2017/09/29/School-Bus-Conversion-Offers-Clean-Air-and-School-Funding-Opportunity>>

<https://www.blossmangas.com/Company/News/Blue-Note-Newsletter/2017/12/13/Update-%E2%80%93-Clean-Air-Funding-Opportunity-for-School-Buses>

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Ready to prove your skills, experience, and knowledge with the profession's most prestigious designation? Start your path to the Certified Administrator of School Finance and Operations® (SFO®) certification today through ASBO International!



SASBO CONGRATULATES OUR MEMBERS WITH SFO CERTIFICATION

Lynn Buch, Homewood City Board of Education - Alabama
Christy Mead, Albertville City Schools - Alabama
Marvin Dereff, Fulton County Schools - Georgia
Robert Morales, Fulton County School District - Georgia
Holly Morales, Atlanta Public Schools - Georgia
Staci Newsome, Habersham County Schools - Georgia
Deborah Frazier, Retired - Kentucky
Jolain Landry, Iberville Parish School Board - Louisiana
Mary Bonnett, Avoyelles Parish School Board - Louisiana
Donna Post, St. Charles Parish Public Schools - Louisiana
Earl Burke, Hinds County School District - Mississippi
Jay Toland, Scotland County Schools - North Carolina
Tony Messer, Chatham County Schools - North Carolina
David Frye, Kingsport City Schools - Tennessee
Mary Kellar, Jackson-Madison County School System - Tennessee
Dennis Jarrett, Retired - Virginia
Thomas Yetter, Loudoun County Public Schools - Virginia
Monique Barnes, Williamsburg-James City County Public Schools - Virginia
Patricia Camery - Frederick County Public Schools - Virginia
Christopher Stafford, Pulaski County Public Schools - Virginia
Deborah White, Goochland County Public Schools - Virginia
LaShahn Gaines, Spotsylvania County Public Schools - Virginia
Chris Campbell, Putnam County Board of Education - West Virginia

Excerpts from "The Treasury of Quotes" by Brian Tracy

Leadership

- ♦ Integrity is the most valuable and respected quality of leadership. Always keep your word.
- ♦ Leadership is the ability to get extraordinary achievement from ordinary people.
- ♦ Become the kind of leader that people would follow voluntarily, even if you had no title or position. Leaders think and talk about the solutions. Followers think and talk about the problems.
- ♦ Respect is the key determinant of high-performance leadership. How much people respect you determines how well they perform.
- ♦ The three "C's" of leadership are Consideration, Caring, and Courtesy. Be polite to everyone.



2018 Conference & Discovery Forum Memphis, here we come!!



**The exhibit hall is nearly filled, Check.
The sessions are planned, Check.
The speakers are ready, Check.
The rooms are set, Check.
The gifts and supplies have been ordered, Check.**

Now all we need is YOU!!

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Full Conference Registration Fee - \$350.

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[Conference Registration Packet](#)

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Still need to book your room? [Follow this link](#) to reach the Memphis Hilton room block.

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Join us in Memphis!**

State Highlights



Alabama

Lynn Buch, Director

Alabama's 2018 Legislative Session is moving in a very positive direction for Education. On February 13, Alabama's Governor, surrounded by superintendents from District 4, signed SB14. This bill requires teachers to give a 30-day notice after school begins to resign. It becomes effective on the first day of the 3rd month following this signature that is in time for the 2018-19 school year. This legislation provides much-needed relief to school systems because the current 5-day notice requirement is inadequate to find qualified replacements for vacated positions.

The Education Budget (HB175) appropriates \$6,621,280,483 from the Education Trust Fund (ETF) to various state agencies, entities, institutions, and public schools for the support, maintenance, and development of public education in Alabama for the fiscal year ending September 30, 2019. The following items showing increases over the FY18 budget in the PRE-K/K-12 Foundation program are below:

- 2.5 percent pay raise for all educational employees: \$91 million
- Pre-K: \$20 million increase and an additional \$500 K allocated to the Governor's "Strong Start, Strong Finish" initiative.
- Other Current Expense: \$22.7 million (\$15.9 M covers the 2.5 percent raise to support employees and a \$6.8 million increase to operations)

From an organization standpoint, Alabama ASBO is continuing to grow. We have a total of 1,365 members. The graduate count from our three certificate programs is broken down as follows: CSFO/Professional Certificate—549, Payroll/Personnel Certificate—457, and Local School Certificate—1,118. We had a very successful February Certificate program in Tuscaloosa, Alabama with 460 members in attendance. We are excited about our annual conference scheduled for May 1-4, located in Orange Beach, Alabama.



Arkansas

Sharon Chuculate, Director

Arkansas ASBO's annual conference was held February 28-March 1 in beautiful Hot Springs. Our President-Elect Jake Haak and the conference committee did an excellent job in preparing a program that will provide our membership with excellent opportunities for professional development and fellowship. We honored our School Business Official of the Year, Cristy Dunnahoe during the luncheon held on February 28. The SBO of the Year is surprised during a school board meeting in their district with the honor prior to the conference.

The Arkansas Legislature convenes in odd numbered years for a regular Legislative session but meets in even numbered years for a "Fiscal" session". The 2018 Fiscal session began on February 13. During a Fiscal session the General Assembly may consider only appropriation bills. Any other Bill consideration would require a special session called by the Governor specifically for that purpose.

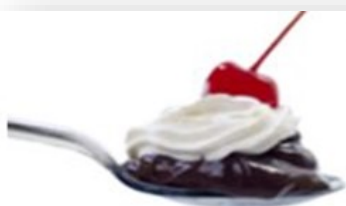
All of Arkansas ASBO is looking forward to rocking Memphis in April with you all!



Florida

Robert Waremburg, Director

Our hearts are broken by the horrific school shooting on February 14, 2018, at Marjory Stoneman Douglas in Broward County Florida. In response, school leaders all across the state are reviewing safety, security, and emergency response plans to protect students and staff. At the state capital, lawmakers are promising action on bills to support education security enhancements, education funding, juvenile justice programs, mental health services, and charter schools.



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is in the eating.**

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Georgia

Jackie Sparks, Director

The legislative session is in full effect in the state of Georgia, and to much of the state's surprise and relief, Education has not been the hot topic. We are taking the stance that no news is good news in Georgia. Although no decrease in funds has been discussed, in the state we are facing a tremendous increase in our employer's portion of the Georgia Teacher's retirement system amount. In FY 18, Georgia school districts paid 16.81% of an employee's salary into TRS. Beginning in FY 19, districts will pay 20.9% of the employee's salary into TRS. This increase of 4.09% is hitting districts hard across the state. That added in with step increases for certified staff, certificate upgrades, and step increases to local salary scales; leaves our districts still fighting an uphill battle.

Our GASBO board met February 9, 2018, to begin planning our fall conference in Augusta, GA. Our current President, Mendy Goble, has big ideas that no doubt will lead to an amazing conference. Seven of our GASBO board members attended leadership in Orange Beach, AL. The conference was a hit and our board is fired up and ready to improve our districts, our board, and our state! We really pulled out all the stops this year, making sure that Georgia was represented! Now we can't wait for Savannah Leadership in 2019!!!!



Kentucky

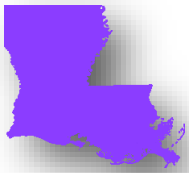
Marla Carnes, Director

The last week in March, KASBO will be hosting our first MUNIS Academy. During the Academy we will be offering hands on MUNIS training for a number of topics ranging from budget processing to accounts payable to role-based security. This training was originally targeted towards new finance officers, but we have seen interest from experienced folks as well looking for a new tip they might not know.

All Kentucky districts are carefully watching what's happening in the state legislature as they work through the Governor's budget proposal. This proposal leaves our base SEEK funding at the amount set in 2008, but cuts many education programs and adds costs to districts that we have never paid before. For example, the proposal calls for a roughly 40% cut to transportation funds for districts. Transportation has only been funded at around 50-60% for many years now. A cut of this magnitude could potentially cost even small districts hundreds of thousands of dollars. Another proposed cut is to completely eliminate professional development and instructional resource (formerly textbook) funding. Districts are also facing potential contributions for employee health insurance, which have not been paid in the past, and a sharp increase in required retirement contributions for classified staff from 19.18% to 28.05%. Pension reform also remains a topic of great discussion. There have been several proposals presented but so far there does not seem to be a proposal gaining favor.

Registration for the 2018 spring KASBO conference is now open. We are excited this year to occupy a different section of the hotel and will have more space for sessions and vendors. In fact, we have added another track of classes and nearly doubled our vendor space. The theme for this year's conference is based on the board game Clue®. Our Thursday night President's event will once again have us going off-site for a murder mystery dinner.





Louisiana

Lesia Casanovas, Director

Many LASBO members and most of the state celebrated Mardi Gras on February 13th. The only event that shuts down the state of Louisiana any quicker than this celebration is snow. We were able to demonstrate our inexperience with that type of weather twice this winter and many districts will be addressing makeup time for students due to these events, but the snow was beautiful.

LASBO's annual conference will be March 13-16 at the Sheraton New Orleans Hotel and we're honored and pleased to have SASBO president, Chris Campbell, to bring greetings and SASBO member, Terry Haas, to present two sessions.

With a theme of "Walking to New Orleans" celebrating the life and music of Fats Domino, we'll be ready to "Hit the Right Note" in Memphis this April. Until then, laissez les bons temps rouler!



Mississippi

Earl Burke, Director

Mississippi Association of School Business Officials held its 48th Annual Conference, in Jackson, Mississippi, February 5-8. The conference was well attended by approximately 600 eager school district business officers, superintendents, support personnel and vendors. The conference featured a lot of great professional development and networking sessions, several vendor-sponsored activities and an awesome Mardi Gras themed banquet night. Thanks to all the presenters for their willingness to participate. Conference handouts and presentations are now available at www.masbo.us.



SASBO executive director-in-training, Sandy Halliwell and Earl Burke, Mississippi Director brought greetings for SASBO. Both manned the SASBO booth which showcased the SASBO video, SASBO member badge stickers, information about the benefits of being a SASBO member and a tour of the SASBO website.



All Mississippi ASBO members that were either a current member of SASBO or who registered by Wednesday evening of the conference, were entered in a drawing to win several great prizes including the 48" Toshiba Smart TV featured in the picture above. The winner of the SASBO television is pictured above with (left) Stu White, SASBO vice president, and (right) Earl Burke, SASBO Director.

Mr. Dennis Cochran, Business Manager with Green County School District was recognized as Mississippi ASBO 2018 Outstanding School Business Official of the year. Dennis is a 25-year veteran of the school business profession. He has served in varied committee roles within MASBO. Dennis is noted for his constant advice and support to his peers through MASBO. Congrats, Dennis Cochran!



In 2005, the Mississippi Association of School Business Officials established a scholarship fund in honor of Paul Lamar Franklin, Sr. Mr. Franklin is considered the "father" of Mississippi ASBO. Recipients are selected from applicants who are current MASBO members in good standing, attended the most recent annual conference and work a majority of their work day in a school business related field. The purpose of the scholarship is to assist interested members of MASBO with tuition expenses of college courses taken to meet certification requirements of a Certified School Business Official or Certified School Business Administrator, or to enhance the professional skills of the recipient.

David Rubenstein, MASBO past president presented the 2018 Paul Franklin Scholarship recipients, Ms. Christie Jones and Ms. Emily Jenkins, pictured right.





North Carolina

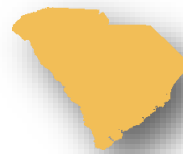
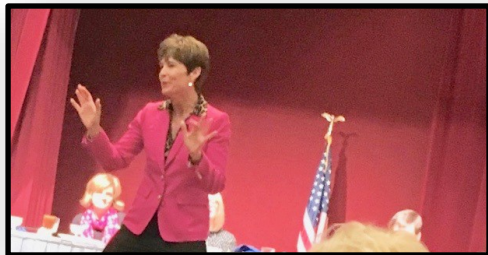
Adam Steele, Director

North Carolina ASBO held its 36th Annual Conference in Greensboro, North Carolina February 12-15, 2018. Our conference theme this year was “Reinvent Influence”. The theme came about because NCASBO has always been a voice for school districts, and in these times of change and growth the voice and influence of our organization is more important than ever.

The conference was a great success with over 412 attendees, 84 vendor booths and 36 classes and 14 mini sessions. A social for conference attendees and vendors featuring “The Big Game Show” was held on Tuesday evening and was a big hit. Thanks goes out Pam Satterfield, Executive Director, in her first year and the conference planning committee.

This year’s NCASBO Lou Thompson Distinguished Service Award was presented to Mr. Hank Hurd who is retired from Durham Public Schools with over 30 years of experience as a school administrator. While with Durham Public Schools Mr. Hurd was Interim Superintendent and Chief Operating Officer. Mr. Hurd served as the Associate State Superintendent for Financial and Business Services and Chief Financial Officer at the North Carolina Department of Public Instruction for three years. His first experience included 23 years as Assistant Superintendent for Administrative Services for Harnett County Schools. Mr. Hurd served as NCASBO President for the 1991-1992 year.

The State Legislature has come to an agreement on the K-3 class size allotment formula and K-5 enhancement teacher formula. The new legislation will be phased in over the next four years. Legislators will be returning for their “Short Session” in May. We will be anxiously waiting for any decisions that impact education funding.



South Carolina

John Gardner, Director

Budget writers will be faced with many tough decisions due to the Board of Economic Advisors projections. The Board projects about \$292 million growth in state general fund revenues and an estimated \$39 million growth in Education Improvement Act Funds. The picture below so appropriately depicts the budget process. There are many agencies in line for the additional funds with Education and Medicaid leading the pack.



The unfunded retirement liability will once again be at the forefront of discussions. In addition, there has been much discussion regarding teacher salaries, the shortage of people entering the profession, and the earnings limitations imposed on certain classes of working retirees.

There is an attempt to finally bring closure to how poverty is measured at the State level. Due to the implementation of the Community Eligibility Provision, the Department of Education continues to use the poverty indicators from the 2013-14 fiscal year. The subcommittee has reviewed language that defines students in poverty as those who qualify for Medicaid, SNAP, TANF, or are homeless, transient or in foster care.

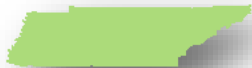
Our Spring conference “Living to Leave a Legacy” is slated for March 7-9 at Myrtle Beach. Our President, Susan Dowd, would like to extend an invitation to join us.

And lastly, our thoughts and prayers go out to our Florida colleagues

Still Need CPEs?



Registration is open year-round! Purchase the entire series for \$200, one for \$49 or select three for \$99. Live webcasts are scheduled for the third Thursday, October through June, 2:00 p.m. Eastern/1:00 p.m. Central. Each session is also recorded for future viewing at your leisure. Go to www.sasbo.org (Resources/Expert Exchange) for more information and to register...it's not too late!



Tennessee

Rebecca W. Owens, Director

Governor Bill Haslam wraps up his last term this year. In his final State of the State address, he challenged Tennessee to lead the nation in job growth and education. His budget calls for more than \$212 million in new state funding for K-12 education. The money would include raises for teachers, additional money for retirement and additional money for insurance funding. The budget also includes \$4.4 million in non-recurring money for the third year of the K-12 literacy initiative, Read to Be Ready, and 10 million in non-recurring funds to support improvement in the lowest performing 5% of schools through the Priority Schools Improvement Grants Program.



West Virginia

Jeff Davis, Director

Teacher Strike in West Virginia

West Virginia teachers are weighing their options over a lack of pay hikes and health insurance issues, pressuring lawmakers to remedy a situation that has lead to a strike. Del. Ed Evans (D-McDowell County) blasted Gov. Jim Justice's proposed 1 percent pay raise for teachers and other public service personnel this year, with additional 1-percent per year raises for the following four years. "I do not support the Governor's proposal," he said. "It's not enough. I think it should be a minimum 5 percent across-the-board raise (for the next fiscal year) and go from there."

"The PEIA (Public Employee Insurance Agency) was given to teachers and public employees years ago in lieu of a pay raise," he said. "But it's becoming an albatross around people's necks. There is a public outcry to find something else." With no pay increases but more and more money taken out for insurance premiums, public employees are seeing less and less in their paychecks, he said.

West Virginia teachers have been on strike for over seven days. This has been a roller coaster ride for all educators and service employees within the state of West Virginia. All 55 counties have been united in the strike and remain out to date.

The legislature has passed a bill that has frozen the Public Employee Insurance Agency (PEIA) premiums and deductibles for the next 17 months or complete next fiscal year. The passage of this bill is to try and find a funding stream to fund the insurance agency without placing all of the burden upon the public employees of West Virginia. All three unions and many educators across the state believe this is just kicking the can down the road and that the legislature will go right back to increasing premiums once the freeze is lifted. This is a major election year for many of the seats within the Legislature, so without an election year many feel that they won't have any teeth to continue to look at the public insurance.

The second issue was about pay raises for all public employees. The Legislature passed both the House and Senate side a pay raise for teachers of 2% year one, 1% year two and 1% for year three. For all service employees, the pay raise was 2% year one and 1% year two. This of course had many upset that professional and service employees would be getting different pay raises. In addition, the Legislature had looked at a 5% pay increase and now passed only a 4% increase for professional and 3% for service. The thought at the end of last week would be that this would end the teacher strike. However, this was far from being enough to satisfy all the teachers and service employees throughout the state.

On Day 3 of the strike, Governor Jim Justice had town hall meetings in 3 locations across the state with an attempt to try



Virginia

*Christie Fleming, Director &
LaShawn Gaines, President VASBO*

Greetings from the Virginia Association of School Business Officials (VASBO)! In Virginia, the General Assembly is in the throes of determining the direction of the budget for the state. The outgoing Governor, Terry McAuliffe submitted a proposed budget increasing funding to K-12 education in December. The increased funding is based on re-benchmarking the Standards of Quality and additional lottery funding. We are hoping that the General Assembly votes to adopt these increases and/or add additional funding. Many divisions across the Commonwealth are looking to utilize this additional revenue in salary increases for employees. Currently, Virginia falls below the national average for teacher salaries.

We stand in great expectation as we prepare for our 53rd VASBO Spring Conference that will be held at The Inn at Virginia Tech, Blacksburg, Virginia. VASBO's 2018 theme is Reaching Your Maximum Potential as we assist school business officials in the Commonwealth of Virginia with being more strategic and effective in their roles and our theme for our Spring conference is "Get Your Game Face on". With increased accountability and various new laws, it is imperative that our members stay abreast of the changes that impact the school business profession. Therefore, our conference agenda will include relevant topics on security and risk management, ESSA reporting, school & contract law, and we will have professional learning opportunities specifically targeted for new school business officials. The Spring conference is expected to attract over 200 participants including Virginia's State Superintendent, Dave Weber a renowned motivational speaker along with hundreds of school business officials, VT instructors, sponsors and vendors. This is the first time we believe VASBO has collaborated with a University and we are excited about the opportunity to take advantage of the Virginia Tech's facilities as we kick-off our "2018 Tailgate Networking Event". All attendees are being asked to wear their best tailgate attire. This event promises to be full of great food, fun, excitement and healthy competition.

and assure public education employees that they are important and that they had his assurance of fixing PEIA. However, I think these meetings were not very well received and just incited the strike even further.

Day 4 of the strike, Governor Jim Justice and the leaders of all three unions within West Virginia met that evening to try and come up with a compromise that would bring educators back to the classroom. Coming out of that meeting, Governor Justice had told all education employees would be given a 5% raise next year and that PEIA would still be frozen for 17 months with the intent to build a task force to look at ways to address the financially struggling public insurance agency. It was said that evening that Day 5 would be a "Cooling off Day" and that school would be back in session on Thursday. However, right after the announcement by the Governor, Senate President and House Leader said the Governor does not have the authority to grant a pay increase without the approval of both sides of the Legislature and they would have to look at this increase to see if it was financially possible.

Day 5, as you can imagine this was far from the "Cooling off Day" as he had expected and left many believing that it was just

another empty promise. Senate President Mitch Carmichael said he was concerned the state did not have the money to pay for the proposed raise.

Day 6, the House of Delegates passed 98-1-1 the education pay raise bill as promised by Governor Justice which was a 5% pay increase. However, the WV Senate tabled the bill to be looked at in further detail in committee.

Day 7, (March 2) all staff still remain out on strike. All 55 counties are either on the picket lines at their school or are in Charleston in large numbers making their voices heard. All 55 county Superintendents were to meet with Senate President Carmichael this morning to discuss the issues at hand.

See the Bonus Article below for the deal reached to end the strike.

In other news, West Virginia ASBO will be holding their annual spring conference at the Embassy Suites in Charleston, WV beginning with pre conference workshops on May 15 and closing with legal updates on May 18.

BONUS ARTICLES

West Virginia county to unveil school bus arrival mobile app

<https://www.chron.com/news/education/article/West-Virginia-county-to-unveil-school-bus-arrival-12606306.php>

Poll finds southern voters want more education spending

<http://hechingerreport.org/poll-finds-southern-voters-want-education-spending/>

West Virginia teacher strike sheds light on stagnant wages for educators across the US

<https://www.cnn.com/2018/03/05/west-virginia-teachers-strike-teacher-salaries-stagnant-across-us.html>

West Virginia Governor: Deal reached to end strike, give pay raise to all state workers

<http://wchstv.com/news/local/gov-justice-says-deal-reached-on-pay-raise-giving-all-employees-5-percent-increase>

Free thought: Never let a dress code get in the way of fun socks.

SASBO Member Benefit - Electronic Resource Center (ERC)

SASBO has partnered with PASBO to host the Electronic Resource Center (ERC) for the 12 Southeastern states. To submit and find the resources log onto sabo.org or go directly to you need go directly to sasbo.pasboerc.org

As a member, no registration is required and use of the site is absolutely FREE! You can search for documents by category and/or type, keyword or document contents from the Southeastern States as well as the other states that participate in the ERC.



2018 Leadership Summit



Orange Beach, Alabama



Scavenger Hunt



Fun in the Sand



Team Building on the Beach



Salsa Challenge



Pirates--Arrrrgh!

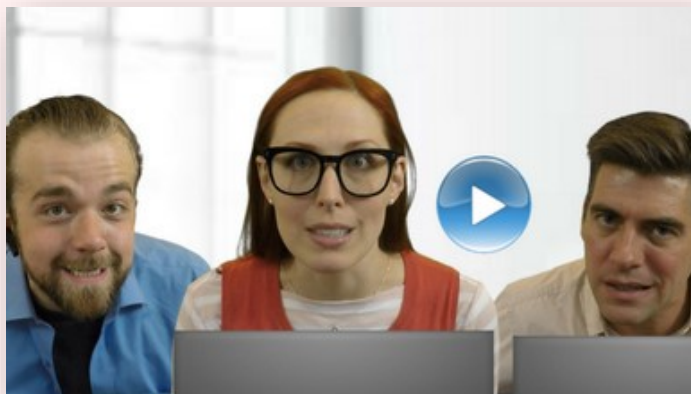
2018 Emerging Leaders



Laugh Break from The Water Coolers

...take a look at what's really going on in the endless meetings that fill our days

[Click here to watch this video.](#)



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