

Southeastern Association of School Business Officials



Quarterly Newsletter - Summer 2018

President's Message

Yogi Berra is credited with the saying "its Déjà vu all over again". In 2009-10, I had the privilege of serving as President of this Association. Due to a series of events, I am getting a rare opportunity to serve you once again. It could be said that I am getting a mulligan (a do over). Whatever the case, the upcoming year promises to be one of change and opportunity.

One such change is in our Executive Director. We welcome Sandy Halliwell as she begins in this position. Having served as a state director and officer, Sandy is very familiar with the Association and promises to bring a unique perspective in her new role. Nancy White decided to join husband Dave in retirement. Her experience and guidance over the past four years will be missed, but we expect Nancy and Dave will be with us at future Association events.

We also have some changes in State leadership, as we lose Rebecca Owens -Tennessee Director, Marla Carnes – Kentucky Director, and Herb Crawford - Associate Member Rep with Dude Solutions from the Board. Our new Board members will be Anita Hays – Tennessee Director, David Stokes – Kentucky Director and Josh Peach – Associate Member Rep from Dude Solutions. Marla Carnes has moved up to Vice President. I want to welcome the new Board members to their new positions and thank the departing Board members for their service and dedication to their respective states and the Association. Also, Chris Campbell has joined the past president's alumni club. Many thanks Chris for all the demanding work and mileage during his term as President... his year was truly on tour as he traveled through every SASBO member state.

We certainly hit the right notes in Memphis! The conference was a tremendous success and attendees were treated to the sights and sounds of the home of the Blues. The general session began with an awesome rendition of the Star-Spangled Banner from our

keynote speaker, Jana Stanfield. The various breakout sessions each received highly graded evaluations and the discovery tracks continue to be a hit at each year's conferences. The first track offered attendees an opportunity to visit St. Jude Children's Hospital and see the inspiring research and treatments provided to children with catastrophic illnesses. A second track provided participants an interactive session focused on working styles and how to be more effective and versatile at work. The final track began with a music history lesson of STAX records and the various artists of Memphis. A trip to Beale Street and tour of the downtown area followed and wrapped up with a visit to STAX museum. Oh, by the way, I believe everyone had plenty of barbeque during their stay in Memphis.

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President's Message (Continued)

As I mentioned earlier, the upcoming year will be one of opportunity. This year's theme is "Beacon to Success". Our Leadership Summit will be in Savannah at the Brice Hotel from January 23-25, 2019. The annual conference will be a joint conference with Virginia in Norfolk from April 30 – May 2, 2019 at the Norfolk Hilton The Main. Be sure to mark your calendars for these events.

Some of you are just starting out, while others are in the twilight of your careers. Each of us may have joined our school district for a different reason. But, remember we are here to provide support for the instruction of the children. Take the time from your normal duties to go out to a school and see what is going on and what you can do to help. A simple thanks to a teacher or administrator for a job well done means a lot. In your own office, be sure to help someone when you see they are floundering. We all can think of certain individuals during our careers that gave a helping hand when we needed it the most. For those of you who have joined the SASBO family in the last few years, consider getting involved as an emerging leader in your state organization. These men and women have and will continue to influence the direction of the Association. They are an enthusiastic and fun group and I thank them for their input.

If there is anything that we can do to help you, please contact me or anyone else on our SASBO team.

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SASBO MEMBERSHIP

*Written and Submitted by:
Marla Carnes, SASBO Vice President*

"Why should I become a member of SASBO?" Have you ever asked yourself this question?

It would be easy to think "I can't travel to the conference this year so I don't need to be a member of SASBO." If you have considered membership in SASBO and had a similar thought, let me be the first to tell you that you are wrong. You do NEED to be a member of SASBO! Yes, it's true, SASBO offers a great annual conference each spring, but SASBO has so much more to offer.

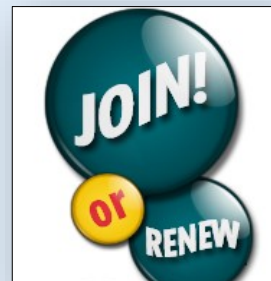
My favorite membership benefit is the Electronic Resource Center. I would pay more than the \$10 SASBO membership fee just to access this invaluable resource. Have you ever needed a job description in a hurry? Or spent all day working on a new RFP? Then you'll love the electronic resource center, too. There are literally thousands of documents shared by school finance practitioners around the country. You can find all types of example documents from RFPs to travel forms to job descriptions to purchasing manuals and more. Why "reinvent the wheel" when you could use one of these existing documents as your template? As a SASBO member you can also contribute your documents to this portal by either uploading the documents yourself or by submitting them to your state's SASBO director.

Another great resource that SASBO has to offer is the Expert Exchange. From October to June we offer one live webinar each month. The topics and presenters change each year, but usually focus on hot topics and best practices so you are sure to find several sessions that interest you. You can earn two hours of CPE credit for each session. That's up to 18 CPE credits a year if you attend the whole 9 part series. These sessions are also recorded for those who can't attend live and you can purchase access to past sessions. At a cost of \$49 for one session, \$99 for any three sessions, or \$200 for all 9 sessions, how could you lose?

Links to these resources are available on the SASBO website. While you are there I recommend that you check out a few other benefits of SASBO membership. Did you know we have a Job Board? Whether you are interested in moving on to a new position with new responsibilities or just need a change of scenery, you can search hundreds of jobs in government and industry by job function and location. You can also post positions that might be available in your district as well.

You can find links and more information about the Electronic Resource Center, Expert Exchange, and Job Board under the "Resources" section of the SASBO website. You might want to check out the information available under the "About Us" and "News/Events" sections as well. Here you can find past newsletters and look up who your state's SASBO director is, just in case you aren't sure, so you can send them all of your documents for the Electronic Resource Center. SASBO is about so much more than just our conferences, but I would be remiss if I didn't mention what you are missing out on by not attending.

The annual conference offers numerous sessions of quality professional development as well as the opportunity to participate in a Discovery Track on the final day of the conference. Discovery Tracks are a great way to try new experiences and make new friends. Since my first conference I've been convinced that anyone who attends a conference will never want to miss another one. I hope to see you there this spring in Norfolk, VA!



www.sasbo.org/join-or-renew

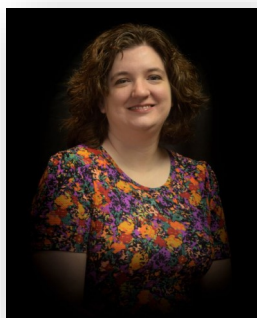
2018-2019 Officers & Board of Directors



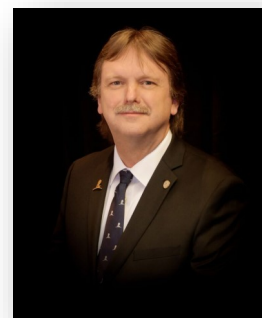
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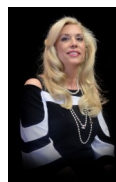
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2018 Conference At A Glance

The Southeastern Association of School Business Officials held its 67th Annual Conference April 17 - 19, 2018 in Memphis, Tennessee.

Below are photos from some of the highlights of an awesome conference.





2019 VASBO - SASBO Joint Conference & Discovery Forum

Save the dates!
April 30 - May 2, 2019

Click link below to
learn more about Norfolk, Virginia
<https://www.youtube.com/watch?v=-KbOI4F0dvA>



Click link below to book your room now at
Norfolk Hilton The Main
<http://www.hilton.com/en/hi/groups/personalized/O/ORFWAHH-SBO-20190428/index.jhtml>

2018-2019 Expert Exchange Series Online Professional Development Series

- Registration to open in August at www.sasbo.org
- Members may purchase the entire series for \$200, one for \$49 or select three for \$99.
- Earn up to 18 CPE units (2 hours for each session).
- Live Presentations are at 2:00 p.m. Eastern/1:00 p.m. Central.



All sessions will be recorded for future viewing.

October 18, 2018 - "ESSA Update"

Sharie Lewis, CPA, Director of Business Services & Operations, Parkrose School District, Portland, Oregon

November 8, 2018 - "Crazy Collaboration"

LaTresa Carlisle, IT Specialist, Escambia School District, Pensacola, Florida

December 13, 2018 - "School Law for the Business Official"

Rebecca Owens, Deputy Director for Policy, Compliance & Employee Relations, Wilson County Schools, Lebanon, Tennessee

January 17, 2019 - "Purchasing Policies"

Susan Barkley, Director of Finance, Shelby County Public Schools, Kentucky

February 21, 2019 - "What Policies I Need, That I Never Knew I Needed"

Jackie Sparks, Finance Director for Cook County Schools, Adel, Georgia

Earl Burke, Assistant Superintendent of Business Services and Operations, and Chief Financial Officer for the Hinds County School District, Raymond, Mississippi

March 21, 2019 - "Succession Planning"

Bryan Packwood, First Financial Services, Houston, Texas

April 18, 2019 - "Student Accident Insurance - Why Bother?"

Doug Young, President, The Young Group, Raleigh, North Carolina

May 16, 2019 - "Communication in the Business Office"

Anyia Randle, Director of Business Services, Assumption Parish School Board, Napoleonville, Louisiana

June 13, 2019 - "FLSA"

Jill E Hall, Attorney, Jackson Kelly PLLC, Charleston, West Virginia

ESSA Coding Changes

Missouri Association of School Business Official Communications Toolkit



This communications toolkit is intended to provide school district administrators with information that can be used to help explain the coding changes required by ESSA. The key messages can be shared across a range of electronic channels including websites, intranets, electronic newsletters; print channels including letters, memos and newsletters; and interpersonal channels such as large and small group meetings, one-on-one meetings, responses to phone calls.

Internal Communication

Determine **WHO** needs to know the following information, **HOW** it will be communicated to them, and **BY WHOM**.

1. What has changed

With the passage of Every Student Succeeds Act (ESSA), states are required to report financial data **by school by source of funds** within a district beginning with the 2018-19 school year.

2. How school districts responded to these new requirements

The basic coding concept is not changing. What has changed is the requirement for:

- Location codes
- Source of funds codes for local, county, state and federal monies
- Possible certain project codes

School financial data will be collected by a set of disbursement function and object codes. These codes have been aligned with federal coding to provide more detailed financial data. Location codes and source of funds codes will also be collected in order to fulfill the ESSA Building Level Current Expenditure calculation.

3. What this means for you

This means you, along with all school districts in the nation, will be recording financial data at the building level by source of funds and reporting this information for inclusion in your district report card. As such, there may be an impact to the accounting codes you currently use.

4. How you will implement these changes

- Explain the district's plan
- Time line
- Who is responsible for what
- How you are working with your software vendor to implement changes
- Who to call if they have questions

External Communication

Audiences: Board of Education, parents, community members

Background/Setting the Stage

1. Providing financial information in a transparent and open manner is our priority. As a taxpayer and stakeholder, it is important for you to know how our school district is spending your money.
2. Financial data is available as part of our school district report card, which should be readily available.
3. Beginning with the 2018-2019 school year, this financial information will be even more detailed as a result of the Every student Succeeds Act (ESSA). Under ESSA, districts must now report per pupil costs at the school level. Previously, costs were reported at a district level.

What You Need to Know About the Information

1. What we spend on students may vary from building to building. This is due to differences in:
 - Students and Programs – students in different buildings have different needs, which are met through a variety of different programs
 - Staff – teachers and administrators have varying levels of experience and degrees; their salaries reflect these variations
 - Facilities – some of our older buildings require more maintenance and upkeep so our expenses to maintain them are different. (Note: Capital outlay – construction, purchase of equipment, etc. - is not included in the per pupil expenditure calculation.)
2. While there may be differences in our per pupil spending from building to building, there is NO difference in our commitment to provide a quality education to each student in our district.
3. We are continually reviewing our budgets to make sure we are allocating funds in the most effective and efficient manner.
4. When you look at what is being spent in your child's building compared to another building, be sure you take account the differences in: student populations and programs; staff salaries; facilities.
5. If you have any questions about this data, or any other information, please don't hesitate to contact (*insert name and contact info*)

Surviving Being Broke By Looking for Hidden Money

Written By: Jackie Sparks, Georgia Director

In 2009, my small district in Georgia had a serious reality check! The state of Georgia's budget was shocked by decreasing revenue pools, and the result was cuts across the board. Our school districts first learned the words "austerity cut" and for the first time ever, we enacted furlough days for all employees. Between 2009 and 2015, we yo-yoed between 3 to 6 furlough days. We eliminated positions as people retired, we removed all unnecessary positions, and we even cut our 401K local match. With all these cuts, we dug to find financial solutions.

As with all things, applying for grants came with a ton of paperwork that let's face itno one in school finance has time for that at all. With 85% of our budget being salaries and benefits, cutting operating expenses wasn't really helping either.

In November 2016, we held accounts payable checks in order to cover payroll! During my employment, it was the worst position our board had ever faced. Our district turned to Medicaid reimbursements. Several counties around us were billing for services, and at this point we were willing to try anything.

We quickly learned that billing for Medicaid came with a huge manual and

rules. The first thing we learned was an outside billing company was absolutely necessary. They had the knowledge, expertise, and time to keep up with the ever-changing Medicaid billing requirements. Step two was training our speech pathologists and nurses to use the outside billing company's system (this training was provided by the billing company and is no additional charge). The company we contracted with did not require up front funding; however, they bill us for just 12% net of what our district receives from Medicaid. This worked great for us since let's face it...we were BROKE! If an SLP (speech language pathologist) or nurse entered the billing information by lunch on Friday, the funding was in our bank on Monday. Our outside billing company started at 12% and still remains at just 12% - even after 22 years in business. There are no "hidden fees" or additional charges for the numerous services and/or reports that they provide. Trainings, reviews, eligibility checks, reports, etc. are included.

How did it work? Each student's IEP information was loaded into the system, and with this...updating a student's IEP became even more important. Each SLP and nurse in the district, had to report on each student, what services they provided, and if they were unable to provide the required service, why. An amazing thing happened, our support staff was now held

accountable for the services they did and did not provide. This seems small and irrelevant; however, we found that several of our employees were not providing adequate services.

Our state and federal reporting requirements are tedious. Our special ed director and our financial staff have to work very closely on reporting quarterly and annually. After 5 years with our outside contractor, my district, with roughly 3300 FTE (full time equivalent), earns approximately \$300,000 per year. Yes, we have to pay our contractor 12% of that amount, but even after that fee, Cook County BOE earns enough funding to pay for roughly 3 teachers with benefits. For a district struggling to make payroll, that is money we cannot leave on the table.

If you are interested in learning more or have questions about Medicaid billing, please feel free to email me at jsparks@cook.k12.ga.us.



**Ability is what you're capable of doing.
Motivation determines what you do.
Attitude determines how well you do it.**

Have you ever seen someone that has exceptional talent in their chosen field but is never in the right mindset to reach their goals? We have all been blessed with given talents and if we are lucky we uncover them early on. Those that find the motivation to develop those skills even further excel to a higher level. But even with those characteristics, if we are not giving our best we will not reach what we are capable of. The interesting part is that we have 100% control over our attitudes and often our attitude will get us further than anything else. We all have periods of difficulty and where we need an "attitude check". The difference is that some dwell on things for a very long time while others put it behind them quickly, perform a reset, and move on to the next attempt.

When you want to accomplish what you set out to do, focus only on what you can control – Attitude and Effort.

Curtis May, Executive Vice President
AXA Advisors, LLC

Time Management: To Do Lists and Beyond

Written by: Marla Carnes, SASBO Vice President

If your job is anything like mine during the summer months you feel like there just aren't enough hours in the day. Hmm...maybe it's not just the summer months. I've always thought of time as being the great equalizer. No matter the socioeconomic factors that affect our lives, we all have the same 24 hours in a day. And sometimes that just doesn't feel like enough.

I've always been interested in time management. As my job responsibilities have grown over the years and at times I've felt overwhelmed, I've found myself digging deeper into time management. Sometimes a to do list just isn't enough to keep me motivated and on track. I want to share with you some of the techniques I've tried out to keep me motivated and moving forward with my tasks.

Let's start with the To Do list. It's arguably the most basic form of time management there out there. Most of us probably have a running To Do list that we never quite get to the bottom of. In fact, some days we probably feel like we add more to the list than what we mark off. So, why do we keep going back to To Do lists? Because they work. Most time management systems involve the use of some type of To Do list as part of the process. Think of To Do lists as a building block, not the whole solution. To Do lists work because of what's called the Zeigarnik Effect.

The Zeigarnik Effect is the phenomenon of how we remember uncompleted tasks better than those we have completed. Do you remember studying for a big exam, taking the test, walking out of the room and immediately feeling like you just forgot half the knowledge you just used to answer your exam? That's the Zeigarnik Effect. Our brains are naturally wired to keep thinking about our incomplete tasks. This is why To Do lists work. When we write down the things we need to do, our brain says "okay, I know that's on the list so I can stop thinking about it over and over because I no longer have to worry that I'll forget to do it."

The problem with To Do lists is that we often discourage ourselves by continually adding to the list. There are a couple of ways to combat this To Do list overload. First, write your To Do list items in a way that encourages action. This makes tasks seem less daunting and faster to achieve. For example, instead of

writing "Make reservation" on your list add details. Instead write, "Call ABC Restaurant for reservation at 8PM on July 25." This task encourages your action by using the word "call" instead of "make" and gives you all the details you need to make the reservation. Your brain will now see this as a quick item to cross off and you'll be less likely to keep skipping over it in favor of other items on the list.

Another tip that often helps me focus when I'm feeling overwhelmed by the length of my To Do list is to pick out a few key items to focus on and then put the full list out of the sight. I often pick out three items that I feel I can accomplish before lunch and transfer them to a sticky note. I focus on accomplishing these tasks by the deadline I've given myself. If I get them accomplished early, I'll get out my list and pick out three new tasks and start over. It may also help larger tasks like closing the year or completing your financials seem less formidable if you break the task down into smaller steps. Not only does this help give you a sense of accomplishment as you complete the steps but it can also be a great way to make sure you don't miss a step and leave out a critical part of the process.

Sometimes no matter how short I make my list or how easy the tasks are I just can't motivate myself to get started. When I find myself struggling to get started, I've found that the Pomodoro Technique often helps me get unstuck. The Pomodoro Technique was created in the late 1980s by Francesco Cirillo. The basic idea behind the technique is that you work uninterrupted for 25 minutes then take a 5 minute break. To use the idea as it is intended you plan your day and estimate the time you need for each task. Then you pick a task to focus on for your first Pomodoro and begin your timer. You should work as diligently as possible and minimize your distractions and interruptions as much as possible. At the end of the 25 Pomodoro you take your break then start the next Pomodoro. For me, this is a bit too constraining to use in its intended method, but it does work great for me as a way to get focused. Often if I pick a task, set my timer and focus on completing as much of the task as possible in the allotted time at the end of my Pomodoro I'm engaged in what I'm doing and don't lose my motivation to keep moving forward for the rest of the day. I encourage you to try this if you find yourself having a low energy day at the office.

You don't even have to use the 25 minute interval, you could start with 10 or 15 minutes, whatever works for you.

Another motivator you might try for large projects or to create new habits is commonly referred to as "Don't Break the Chain". Jerry Seinfeld is often credited for expounding the benefits of this method. In this method you use a calendar to track your progress on a particular project by giving yourself a check mark or crossing off the day if you worked on moving the project forward that day. The focus is not so much on how much you accomplished but to illustrate that you are making progress towards your goal. It's a very easy method to use and can be a great way to keep your projects from getting pushed to the back burner just because you get busy.

If you like visuals then the Kanban method might be for you. Kanban is the Japanese word for billboard or sign. To use this method you can use a bulletin board, marker board or even a sheet of paper. Divide the area into three columns labeled "To Do", "In Progress" and "Done". The Kanban method was developed by Toyota for using automobile manufacturing. It changes work from a push system to a pull system meaning that instead of feeling like the tasks are pushing you to act, you are choosing the tasks and pulling them through the system to completion. When you have a new task you write it on a sticky note and add it to the "To Do" column. Then as you start to work on the task you move it forward to the "In Progress" column. Finally as you complete the task you move it to the "Done" column. This method can help keep you focused on a few pressing tasks rather than being overwhelmed or distracted by everything on the list. It also provides a nice visual of how much you've accomplished as you see tasks being added to the "Done" column.

The final method I'll share with you is the Eisenhower Method attributed to Dwight D. Eisenhower's quote "What is important is seldom urgent and what is urgent is seldom important." Stephen Covey in his book "7 Habits of Highly Effective People" also encourages this method. This method asks you to rate your tasks according to the criteria of urgency and importance. Then you map these tasks out on a matrix. In the top left corner you list your tasks that have high importance and low urgency. These are

your important goals that you should work on. In the top right you have tasks with high importance and high urgency. These are your critical activities than you should develop a plan to complete. In the bottom left you have tasks with low urgency and low importance. These items are distractions and as far as possible you should delegate these tasks. Finally in the bottom right you have tasks of low importance and high urgency. These tasks

are interruptions and you should drop as many of these tasks as possible as they tend to be busy work and time wasters.

I hope that you'll try out some of these techniques for yourself. Unfortunately there is no "one size fits all" method of managing time that works for everyone. Figuring out what works for you involves a lot of trial and error until you find the right mix of techniques. I en-

courage you to try something for a few days or maybe a week before deciding it doesn't work for you. Don't be afraid to try something else if one method just doesn't feel right or feels like it adds to your workload. Planning your work and using these methods shouldn't feel like another task to dread. If it does you just haven't found the right technique for you!

Making Banking Solutions about More than Money

Written and Submitted by Lesia Casanovas, Louisiana Director

Many school business officials routinely request proposals for banking services with the goal of mediating any political situations and obtaining competitive rates. Both are important aspects of an RFP, but consider other areas as well during the proposal preparation and following review and award, available services and the relationship with the school system. Financial institutions and their agents can be an important part of a district's commitment to serving students by helping SBO's meet their goals, not only through financial support but also by being committed to ensuring they have the necessary tools to succeed.

To better, determine who can offer the best value instead of just the lowest cost, consider adding some of the following areas to an RFP. Don't hesitate to ask for face-to-face meetings to discuss how each proposal will meet the requests.



- Will there be an account executive specific to your district with specialized experience in governmental finance to provide periodic meetings to review financing options? Will the same person serve as your customer service representative for all services?
- Does the institution provide access to the latest strategies, financial solutions, and resources?
- What is their disaster recovery plan and how quickly will it be implemented?
- In times of crisis, how will services be provided in an efficient and responsive manner?
- What ACH options are available for transmitting? Important factors to consider are the convenience of the cut off time for transmission and deposit requirements. What policies are in place in the event of a transfer failure after a report of transmission has been confirmed? How and when will district staff be notified?
- Are there qualified technical staff onsite to assist with any district goals in improving efficiencies or implementation of new technology? Will assistance be offered and training provided for addressing cyber threats?
- How will access to information and people be provided? How will the institution provide the district with the ability to control transactions and settings identified for district employees due to internal control requirements?

Any district and every SBO needs a banking relationship that is able to provide creative suggestions for enhancing their ability to meet budgetary, tax collection, financing and liquidity challenges. Some financial institutions meet those needs when they are requested by the district and some will bring them to the district as a part of their continued commitment to their own customer services goals.

The questions and specifications written into a request for proposal can allow a district to determine which institution offers the investment of resources required to sustain a relationship where both parties are working toward meeting the individual goals of each while contributing to the shared vision of the value in providing public education to the children of the district.

MEMBER SPOTLIGHT

Anya Bailey Randle



Louisiana is spotlighting Anya Bailey Randle, our current President, and SASBO's LA Emerging Leader. She currently serves as the Director of Business Services for Assumption Parish School Board in Napoleonville, Louisiana. She has also been a presenter at SASBO's annual conference. Anya has worked for school business for the last 11 years, but has been employed in governmental accounting for a total of 16 years.

She is a graduate of Dillard University and earned her Master's of Business Administration from Nicholls State University. Anya is a Certified Louisiana School Business Administrator, and has been a dedicated member of the LASBO Board for the last 6 years. Anya has served as a board member, secretary, and certification committee chair on the board before entering the presidential track. While serving as Vice President, she was the brainchild behind establishing the Aspiring Leaders of LASBO (ALL) Leadership Institute.

Anya is a native and resident of St. James Parish in Louisiana. She is married to Kerry Randle with two children, Kayde and Keri. As the oldest grandchild of both her maternal and paternal sides of the family, Anya strives daily to serve as a mentor and role model for her younger cousins and the generation coming up behind her. When she is not crunching numbers at Assumption Parish School System, serving organizations, such as LASBO and SASBO or Alpha Kappa Alpha Sorority, Incorporated, being as a catechist, or enjoying Mardi Gras festivities, you can find her traveling, enjoying life, and making memories with her loving and supportive family.

Christy Willis



As Georgia ASBO membership continues to grow, developing a conference to meet the needs of its members takes a considerable amount of planning, patience, coordination, and time. GASBO members are always willing to work hard and serve the organization in many different ways. Often times, members are eager to serve as a director, committee member, president,

vice-president, and even treasurer. Mrs. Christy Willis, with her high level of confidence, commitment, and dedication, has served GASBO in all of these positions. Mrs. Willis knows the power of networking and the professional growth that a well-planned organization can provide.

Mrs. Christy Willis is a CPA and the Chief Financial Officer (CFO) for the Henry County School System, McDonough, GA. As CFO, she helps to develop, implement, and monitor a General Fund budget of \$384 million for Fiscal Year 2019. The Henry County School System has approximately 42,000 students. Prior to becoming the Chief Financial Officer, she served the School District as the Payroll and Benefits Coordinator for approximately 12 years. In this capacity, Mrs. Willis helped to process the payroll and benefits for an estimated 5,500 employees in 50 different schools.

Mrs. Willis brings a considerable amount of experience to Henry County Schools. Before joining the School District, Mrs. Willis was a Senior Auditor for the Georgia Department of Audits. She was responsible for the completion of School District, State Agency, and College/University audits. As an auditor, she was able to meet many School District finance officers, who ultimately became beneficial connections to GASBO.

In the state association, Mrs. Willis has served as a Director, Vice President, President, Immediate Past President, and Treasurer. She has also served on many GASBO committees. Mrs. Willis commented that she can't begin to imagine her professional career without GASBO. GASBO has provided Mrs. Willis with lifelong friendships, professional development and networking opportunities. GASBO has also provided her access to SASBO which further expanded her professional connections to finance officers in other states in the southeast.

Outside of GASBO and working in Henry County Schools, Mrs. Willis enjoys spending time with her family. She is married to her husband of 22 years Jim Willis. Together, they have two amazing children, Jay, 17, and Mary Catherine, 14. Mrs. Willis and her family are huge Disney World fans and enjoy vacationing as a family there many times per year. Her son Jay has aspirations to attend the Naval

Academy after high school. Mrs. Willis is overjoyed that her son has such commitment to her country and is willing to serve in the Navy.

Christy says, "When I think of SASBO in the truest sense, I think of a community. It is a group sharing a common understanding, working together and making lifelong friendships".

Overall, Christy Willis is a shining example of a GASBO member. She is truly an amazing friend, dedicated GASBO and SASBO member, and a valuable asset to the Henry County School System. GASBO is very fortunate to have Christy Willis as a member.

David Cory Stokes



Kentucky is spotlighting, David Cory Stokes, who is currently serving as a Director for the KASBO Board. David is a graduate of Western Kentucky University where he earned his Bachelor of Science in Accounting. He is currently the Chief Financial Officer (CFO) for the McLean County Public School System. As CFO, he serves as the Treasurer for the McLean County Board of Education where he helps to develop, implement, and monitor a General Fund budget of 18 million dollars for the district. The McLean County Public School System has approximately 1,500 students with three elementary schools, one middle school, and one high school. Having to work with this small of a budget, David has to stress efficiency and plan to help his staff do more with less. He is constantly looking for ways to cut unnecessary costs, so the students of his district have more opportunities.

David has worked in this position for 14 years as the CFO of the McLean County School System, but brought a considerable amount of experience to the district, having previously worked six years in private accounting. Mr. Stokes with his high level of confidence, commitment, and dedication enjoys working for the school system and helping to do what's best for the students of McLean County.

David says the family atmosphere at SASBO Leadership blew him away this year. David is always willing to work hard and serve the organization in many

different ways. Mr. Stokes knows the power of building relationships, networking and the professional growth that a well-planned organization can provide. He is excited to become more heavily involved with SASBO, to build relationships with SASBO's great members, and to serve as a Director.

David is a native resident of McLean County in Kentucky, residing in Calhoun, where he enjoys spending time with his family. David is married to his wife of 10 years, Gretchen Stokes. Together, they have three amazing children, Kaydence (9), Jonathan (JT) (7), and Kiersten (4). Mr. Stokes and his family are huge

University of Michigan fans and enjoy visiting family and attending a football game at "The Big House" annually. Go Blue! David and his family also enjoy watching the Red Sox and Reds baseball teams. Mr. Stokes and his family enjoy spending time together making memories and traveling. They have aspirations to eventually travel through all 50 states.

When David is not crunching numbers at the McLean County School System or serving organizations such as KASBO or SASBO, you can find him serving in his community. David is a very talented musician. He plays several instruments (drums, guitar, piano, etc...) and has led

his church's, Calhoun Baptist, worship and praise team for six years. David can also be found coaching his children's basketball and baseball teams, where he not only serves as a mentor and role model for his own children, but also the children of McLean County.

Overall, David Stokes is a wonderful example of a SASBO Director. He is truly an amazing Christian, husband, dad, friend, and valuable asset to the students and staff of the McLean County Public School System. SASBO is very fortunate to have David Stokes serving as a Director.

REGISTER



"ASBO International's Annual Meeting & Expo is a premiere opportunity for professional development. It is a 'must-do' for every school business official."

Lisa Frye, Financial Services Supervisor, Loudoun County Public Schools, Ashburn, VA



STATE HAPPENINGS

Alabama

Lynn Buch, Director

Alabama ASBO held its 49th annual conference in Orange Beach May 1-4 at the Perdido Beach Resort.

This year's conference theme was "Reaching Deep into Our Bag of Tricks" and the keynote speaker was Mansfield Key, III, International Motivational Speaker. The conference was a great success.

Each year AASBO recognizes the dedication of an outstanding chief school financial officer (CSFO) and a district/local school level business official (SBO) who go above and beyond their job duties to serve their communities, their profession and their school district in everyday life. This recognition is through the Robert L. Morton Award, the late and former assistant superintendent of administration and finance for the Alabama State Department of Education. The 2108 award winners are CSFO: John Wilson, CSFO for the Baldwin County Board of Education and SBO: Melissa Bush, Accounts Payable Manager for the Saraland City School System.

On another note, Dr. Eric Mackey was chosen from a list of four finalists to be the next Alabama State Superintendent of Education in May. Mackey is a life-long resident of Alabama and began his career in education as a science teacher in Calhoun County in 1993. He worked as an assistant principal, principal, and was the superintendent of the Jacksonville City Schools for eight years before becoming the Associate Director for the School Superintendents of Alabama in 2010. He was named Executive Director of the SSA just eight months later. As state superintendent, Mackey will oversee the education of students in all 137 school districts and the K-12 education budget.

We are also looking forward to our annual Summer Conference where all 12 of our constituent organizations will gather together to discuss topics of relevance. This year's theme is "Education on Fire". We are always on fire after this excellent conference! This year our very AASBO Past President Shawn Higginbotham will assume the office of President of our Arkansas Association of Educational Administrators. We are very excited for Shawn and for the Association. We know he will serve our State well. Pictured below is Shawn receiving the gavel from outgoing President Maribel Childress.

I hope that all our SASBO friends are able to spend time relaxing and enjoying whatever it is that makes you happy this summer and that you are able to return on fire for a new school year.



Arkansas

Sharon Chuculate, Director

It's Summer in Arkansas—temps in the 90's and heat indices over 100 degrees. And we get our favorite question—what do you do up there all summer?!

School safety is definitely at the front of many districts conversations this summer. My District has had in place an Emergency Response Team (ERT) for several years. There are armed personnel in every building. It is certainly a controversial topic and caused quite the buzz around the world when it was originally put into place. However, after school shootings occurs many media outlets and other schools contact my Superintendent for information on how this program can be implemented in their school.

Arkansas ASBO hosted two days of Certification courses July 10-11 aimed at new School Business Officials. These classes provide a portion of the hours required for all new Business Managers. Also provided is "Tier I" Training, a requirement for certain school personnel. Only those with Tier I training can provide Tier II training in their District. CPA's can earn CPE for these courses as well.

Florida

Robert Waremburg, Director

The Marjory Stoneman Douglas High School Safety Act was signed into law by Governor Rick Scott on March 9th 2018. The law features several broad and controversial reforms that have major implications for the policies and procedures of K-12 schools in the state. The law includes options of expanding School Resource Officer programs or establishing a guardian program which allows certain school personnel to conceal-carry firearms at schools after receiving some additional specialized training. In addition, the law stipulates that the Office of Safe Schools will work with the Florida Department of Law Enforcement to create a centralized "data repository" and analytics resources to improve access to information from sources including social media; the Department of Children and Families; the Department of Law Enforcement; the Department of Juvenile Justice; and local law enforcement agencies.

Although students are out for the summer, Florida School Business officials are busy at work preparing for the coming school year. Florida ASBO is putting the final touches on its upcoming conference scheduled in October. FASBO is "Taking it to the Beach" at The Westin Cape Coral, Florida. The officers are excited about how the program is taking shape and our members are in for a treat!



Georgia

Jackie Sparks, Director

The Georgia ASBO is getting ready for our upcoming conference in Augusta GA, November 6 – 9, 2018 at the Augusta Marriott Convention Center. The theme this year is “GASBO: Let the Adventure Begin!” The board has voted to introduce a vendor booth decorating contest for 2018 to help improve vendor exposure. GASBO is looking forward to another successful conference!

Members from the GASBO Board attended the SASBO Conference in Memphis, TN in April. Five GASBO board members as well as Julie Wiley, Georgia SASBO Scholarship winner sponsored by VALIC, was in attendance. As always, SASBO presented a conference full of content, networking, and fun.



Kentucky

David Stokes, Director

Kentucky ASBO wrapped up another great conference in May with a murder mystery dinner at the Palace Theater to cap off our Clue® themed conference. Our professional development committee has already planned and started to confirm speakers for our fall conference in November.

The biggest news affecting school districts in Kentucky throughout the late spring in and into summer has been the lawsuit challenging the pension reform bill passed at the last minute during the legislative session. An existing bill concerning sewage was amended to add the pension reform legislation and passed both houses within hours of its introduction to the House floor. For the most part the bill left retirement benefits for current teachers under the existing defined benefit plan with the exception of capping the number of days of sick leave that teachers were allowed to use towards retirement to the number of days they have at December 31, 2018. New teachers would be under a new defined contribution plan similar to a 401k. The bill was met with much resistance not only because of how it was passed but also because new teachers would have no guaranteed retirement income since they do not contribute to social security. Many expressed concerns that new teachers could outlive their retirement funds or lose large amounts as they neared retirement if there was a market downturn.

On June 20, a judge issued a permanent injunction against the bill and declared it unconstitutional because it was passed without the required readings and without an actuarial analysis of the costs. This decision is being appealed to the Kentucky Supreme Court.



Louisiana

Lesia Casanovas, Director

Amidst district budget planning and preparing for the year-end close, Louisiana ASBO took a few days to grow our association's leadership, skills and plans. In the month of June, the second ALL (Aspiring Leaders of LASBO) Institute was held. New and aspiring CFO's attended a day and a half of leadership and teamwork development while networking with peers in Lafayette, Louisiana. On the afternoon of the second day, LASBO members from across the state met to receive information from our state department of education on ESSA guidelines and new directives involving indirect costs. After seeing them all off safely, the board held its first orientation and organizational meeting of the year. Planning began for the annual Fall Workshop sessions and our president and SASBO's Louisiana Emerging Leader, Anya Randle, revealed the 2019 conference theme "LASBO Mambo" which includes plans for tailgating, a parade and ending with a masquerade event. Krewe plans were already formulating as board members headed back to the office with sweet treats made by her grandmother.



Mississippi

Earl Burke, Director

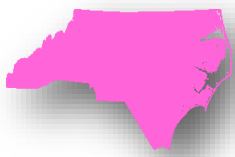
A recently appointed group of teachers, legislators and other education officials serving on a new task force to study student testing, met in mid-June. The Mississippi Department of Education announced the members of the Mississippi Student Testing Task Force, which State Superintendent Carey Wright has charged with studying local and state testing. High school seniors will also have the chance to serve on the task force as the Department of Education will ultimately choose four students from each of Mississippi's congressional districts to serve and participate in discussions about how “to ensure the state prepares them for college, the work force or the military.” Together, members will examine the types, quality, and number of tests students take at both the state and district level and create a report by December with findings and recommendations.

Early in June, after months of back and forth, the U.S. Department of Education approved Mississippi's expansive state education plan. Every state is required to develop a new plan under the Every Student Succeeds Act, a federal law that replaces the No Child Left Behind Act passed by Congress in 2001. Mississippi's plan was unveiled to the State Department of Education in June 2017, and state officials since then have worked with the federal government to get the plan ready for approval. Mississippi Succeeds outlines how the state will improve education outcomes in testing, graduation rates, access to quality early learning opportunities and other areas. The plan calls for eliminating the achievement gap between African American students and their peers. ESSA also requires states to reduce the gap in graduation rates of special education students and other students. The federal government now requires states to identify and pro-

vide support to the lowest-performing five percent of all schools receiving Title I funds, or high-poverty schools, and Mississippi Succeeds will specifically target low-performing, high-poverty schools.

The Standing Commission on School District Efficiency will present its final Annual Report to the state board of education in the fourth quarter of 2018. The report will highlight efficiency recommendations that individual school district may opt to take to improve district operations.

The Mississippi ASBO has announced its annual Fall Conference, September 5-7, 2018 at IP Hotel and Casino in Biloxi, Mississippi. This conference offers professional development specifically targeted to Mississippi school district accounts payable and purchasing support staff. A great agenda has been set with wonderful professional development and networking opportunities available.



North Carolina

Adam Steele, Director

Greetings from the great state of North Carolina. The State Legislature has ended their "Short Session" and LEAs throughout NC are navigating the changes. Some items to note is average teacher salary increase is 6.5%, assistant principal average increase is 8.0%, principal average increase is 6.9% and non-certified and central office received 2% salary increase. Other item to note is \$23 million in school safety grants programs with \$18 million of the grants being nonrecurring.

Last year NC Department of Public Instruction requested and received funding for the School Business Systems Modernization program, an undertaking to provide local school systems with modern financial and human resource platforms. Bids have been received and are currently being analyzed. LEAs anticipate knowing in July or August who the vendors that will be selected are for districts to choose from. LEAs across NC expect this to be a major upgrade to our current financial and human resource systems.

The NCDPI Summer Conference along with NCASBO professional development will be July 18 & 19, 2018 in Durham, NC. NCASBO officers and executive council are finalizing the fall conference, which will be held in Carolina Beach, NC October 17 - 19, 2018. Hope everyone is having a great summer! Take some time to enjoy yourself and relax.



South Carolina

John Gardner, Director

Happy New Fiscal Year from South Carolina! The legislators from the Palmetto State focused on their primaries and "kicked the can down the road" in the development of 2018-19 Budget Plan. It is July and we still do not have an approved budget for 2018-19.

As can be expected during an election cycle, teacher salaries were at the forefront of discussion. In addition to a longevity increase, the House proposed a 2% COLA without fully funding the increase. The Senate proposed a 1% COLA and provided 100% funding for the increase. One item that they did agree on

was the establishment of a minimum starting teacher salary of \$32,000. This action may prove problematic for those Districts that only pay by the State minimum salary schedule because a teacher with zero years of experience will make the same as one with two years of experience.

The two legislative bodies also differed on the Base Student Cost (the amount to provide a minimum foundation program). The House did not increase the BSC from the current \$2,425 per weighted student. The Senate provided additional funds to increase the BSC to \$2,485 per weighted student. However, both versions provide significantly less than the \$3,018 as "mandated" by State law.

Other major items include an earnings limitation where employees who retire on or before December 31, 2017. With a few exceptions, these employees can only earn \$10,000 without affecting their retirement benefits.

The measurement of pupils in poverty was also debated. Due to the community eligibility provision (CEP), the State Department of Education had been using data from 2014 for the poverty measurement. The new definition will closely align with the direct certification process used by the CEP, which will result in an overall reduction of pupils in poverty across the State.

In addition, the employer rates for retirement increased again by 1% in 2018-19 and are expected to increase by an additional 1% annually until July 1, 2022. With the insurance surcharge, the employer contribution rate for 2018-19 is 20.61%.

Lastly, SCASBO board members have already begun planning for our fall conference November 7-9, 2018 at the Myrtle Beach Hilton. The theme of the conference is "Torchbearers: Expanding the Legacy". Our President, Shelley Allen, would like to extend an invitation to join us.



Tennessee

Anita Hays, Director

In a speech highlighting the achievements made during his tenure, Governor Bill Haslam stated that all Tennesseans have been given access to college free of tuition and fees. This was done through the Tennessee Promise and Tennessee Reconnect programs and was done without raising taxes. It is a promise not just for the next few years, but for the next two generations of high school students. The State's goal is for 55 percent of Tennesseans to have a certificate or degree by 2025. The Governor's proposed budget for 2019 includes adding nearly \$1.5 billion to K-12 education, with more than \$500 million for teacher salaries.

Postsecondary training is increasingly a minimum requirement for most high-demand jobs in fields such as technology, healthcare, engineering, and accounting. It is more important than ever that our actions and goals aim beyond high school graduation and focus on student preparation for postsecondary. To this end, the Tennessee Department of Education has four strategic goals:

- The majority of high school graduates from the class of 2020 will earn some type of postsecondary certificate, diploma, or degree.
- 75 percent of third graders will be proficient in reading by 2025.
- The average ACT (or SAT equivalent) composite score

in Tennessee will be 21 by 2020.

- Tennessee will rank in the top half of the National Assessment of Educational Progress, the nation's report card, by 2019.

Early postsecondary opportunities allow students to earn postsecondary credits while in high school while becoming familiar with postsecondary rigor and expectations. All districts in Tennessee have been challenged to develop robust portfolios of early postsecondary opportunities. This approach of offering two or more early postsecondary programs helps ensure that college credit and/or a technical credential is accessible to *all* high school students. The opportunities offered in Tennessee appeal to diverse student interests, needs, postsecondary aspirations, and levels of prior academic performance.

Tennessee ASBO conducted its first virtual board meeting on June 21, 2018. Plans are being made for the annual conference in Murfreesboro, TN at the Embassy Suites on November 13-16, 2018. The theme for this year's conference is "The Magic of School Business" and will feature two pre-conference sessions on Employment Law and Internal School Funds.



Virginia

Christie Fleming, Director

Virginia ASBO is finishing out our year strong. We have increased membership this year; developed a new division membership structure; initiated a SFO Certification study group and redesigned our website. In May, we held our spring conference in Blacksburg, Virginia at The Inn at Virginia Tech. The main focus of this conference was compliance with the new ESSA regulations as it relates to reporting at the school level. Our SFO Certification study group met all year and took the exam at the conclusion of the conference. We are proud to report Virginia now has 25 SFO's!

We are gearing up for our summer management team meeting in late July on the Eastern Shore under the leadership of our new President, Brook Thomas. Our fall conference is scheduled for October at Wintergreen Resort.

The Virginia General Assembly did not adopt a budget until

May 30, 2018. School divisions across the state approved budgets based on initial information from the Governor's Budget and the Department of Education. This forced school divisions to determine if they were going to delay issuance of new contracts to teachers or issue them without the confirmation of a state budget. We will be busy amending budgets with final state funding.



West Virginia

Jeff Davis, Director

West Virginia ASBO held its spring conference at the Embassy Suites in Charleston, WV.

This conference is held in conjunction with Finance and Child Nutrition Directors. The spring WVASBO conference is also our vendor fair, where approximately 30 vendors participate. There were many great topics on hand to help streamline the finance office. At the annual meeting a slate of new officers were installed for the 2018-2019 school year. The upcoming officers will be Annette Hughart, President, Monika Weldon, President-Elect, Jennifer Farley, Vice President and Tracy Gunter, Past-President.

The West Virginia Department of Education held the "Greatest Finance Show on Earth" Conference in Fairmont, WV on July 17-19, 2018. The conference was geared toward Chief School Business Officials and Federal Program Directors. Agenda topics included revisions to the upcoming financial statements, GASB Updates, Medicaid Updates, IDEA Maintenance of Effort, ESSA, the CSBO's role and many more relevant topics.

WVASBO will hold its annual fall conference at Lakeview Golf Resort, Morgantown, WV October 23-26, 2018 and its annual spring conference at Embassy Suites, Charleston, WV May 14-17, 2019.

SASBO DATES TO REMEMBER

2018

September 10-12, 2018
September 12-14, 2018

SASBO Officer's Meeting - Norfolk, VA
SASBO Board of Director's Meeting - Norfolk, VA

2019

January 21-22, 2019
January 22-23, 2019
January 23-25, 2019
April 28-29, 2019
April 29-30, 2019
April 30-May 2, 2019
June 5-7, 2019
September 9-11, 2019
September 11-13, 2019

SASBO Officer's Meeting - Savannah, GA
SASBO Board of Director's Meeting - Savannah, GA
Leadership Summit - The Kimpton Brice, Savannah, GA
SASBO Officer's Meeting - Norfolk, VA
SASBO Board of Director's Meeting - Norfolk, VA
VASBO - SASBO Joint Conference and Discovery Forum - Hilton Norfolk The Main, Norfolk, VA
SASBO Officer's Meeting and Board of Director's Conference Call - Louisville, KY
SASBO Officer's Meeting - Louisville, KY
SASBO Board of Director's Meeting - Louisville, KY

2020

January 20-21, 2020
January 21-22, 2020
January 22-24, 2020
April 19-20, 2020
April 20-21, 2020
April 21-23, 2020

SASBO Officer's Meeting - Chattanooga, TN
SASBO Board of Director's Meeting - Chattanooga, TN
Leadership Summit - DoubleTree Hotel, Chattanooga, TN
SASBO Officer's Meeting - Louisville, KY
SASBO Board of Director's Meeting - Louisville, KY
SASBO Conference and Discovery Forum - Marriott Downtown, Louisville, KY

