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Inter-Com

President's Message

Emotional Side of Leadership

Recently, we were provided with the registration details of this year's annual meeting to take place in French Lick, Indiana on May 7-9. Our guest speaker is Art Athens, U.S. Marine Colonel and Director of the U.S. Naval Academy's Vice Admiral James B Stockdale's Center for Ethical Leadership. His program is about Extraordinary Leadership. When some reflect on extraordinary leadership, thoughts of New York City Mayor Rudy Giuliani and President George Bush at the scene of the 9/11 tragedy appear.

Another example of extraordinary leadership could include US Airways pilot, Chesley "Sully" Sullenberger who landed 155 passengers and crew safely in January of 2009 on the Hudson River which now people refer to as the "Miracle on the Hudson".

However, what about the emotional side of leadership? According to a December 2008 Phi Delta Kappan article, pp. 292-297, "Being Boss is Hard", few if any, leaders are prepared for the emotional side of making hard decisions. There are no professional courses in educational leadership that delve into this aspect of being in charge. You won't find state licensure requirements for education leaders that mention this in their standards. It is taboo to talk about emotions as if emotions don't exist or, if they do, the implication is that they are simple to deal with or something that should be avoided. Leaders, after all, are strong. They have to show the right face, and that means not displaying emotions. But reality is different. After all, leaders are human. They face emotion-laden situations, and they often agonize over decisions and worry continually about the repercussions of what they decide.



Steve Sonntag
IASBO President

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Mission Statement

The Indiana Association of School Business Officials delivers programs and services to the membership for the purpose of advancing Indiana public education and the profession of school business management.

President's Message . . . continued from page 1

Superintendents, Chief Financial Officers, Principals, Business Managers, Directors of Transportation, Food Service, Facilities, and especially Director of Human Resources hire, fire, recruit, train, assess, raise pay, cut pay, make budgets, reduce budgets, start new programs and eliminate old programs. Being a leader comes with a vast array of responsibilities and burdens. Naturally, the emotional side of leadership makes being the boss far more difficult than most leaders ever imagined.

In this article's research the writers shared six important lessons to help leaders in planning to deal with inevitable job-related emotions:

- 1) Accept that leadership involves emotional experiences. They're inevitable.
- 2) Prepare yourself. Consider how you react to different situations and also how your colleagues or employees may react to your behavior.
- 3) Take care of yourself. Find healthy strategies that work for you like exercising, talking things out with a trusted colleague or journaling.
- 4) Become emotionally mature. Understand others' emotions, understand your emotions, and learn how to regulate those emotions in constructive and appropriate ways.
- 5) Understand your expressions. How you express your emotions makes a difference because people react to leaders.
- 6) Learn not to panic. Even though sometimes immediate responses are necessary, learning not to panic and taking time to consider various options will pay dividends. President Lincoln would sometimes write an inflammatory letter to one of his Generals or Cabinet leaders but keep it in his desk drawer for a day or so. This enabled him to re-evaluate this letter and the reasons for sending. Sometimes, he would re-write it or not send it at all.

Educational leaders can cope with the difficulties of decision making by planning ahead and employing a few of the above key strategies. Mayor Giuliani, President Bush and Captain Sullenberger are all examples of extraordinary leaders who have had to handle the emotional side of leadership. Just think of their impact on leadership if they had attended one of the awesome IASBO annual meetings with Colonel Art Athens as guest speaker. We'll see you in French Lick this May. You don't want to miss it!

Steve Sonntag

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at
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from Denny's Desk

Dennis Costerison,
IASBO Executive Director



The 2014 session of the Indiana General Assembly is history and several bills impacting public education were passed. We dealt with business personal property taxes, common core, excused absences because of the State Fair, athlete concussions, guns on school parking lots, prekindergarten pilot projects, protected taxes, retirement annuities, online budgeting, and advertising on school buses. A total of 40 bills (20 in the House and 20 in the Senate) finally passed that the associations were watching. As always, the General Assembly is a fascinating process to watch.

The session began with Governor Mike Pence presenting several legislative initiatives including the total elimination of the business personal property tax and a prekindergarten pilot project. These were aggressive ideas during a non-budget year. Many legislators were skeptical of moving so fast during the short session. As the session moved

forward, the total elimination of the business personal property tax became a much smaller phasing out of a portion of the tax. The final bill, SB 1, delayed any action on the tax until 2017. There are local county options in the bill that could delete some of the tax in the future, but the bill does not include any replacement dollars. IASBO and the other twenty or so organizations who came together in a coalition against the elimination or phasing out of the tax without replacement monies opposed the bill till the end of the session. The key in this bill is a blue ribbon commission to study Indiana's tax structure. Indiana ASBO will have a representative on the commission that will begin its work this summer. This issue will be a topic of concern in the future.

For IASBO, the issue dealing with the circuit breaker and protected taxes was our number one priority. Our legislative resolutions called for relief for those school corporations most impacted by the protected taxes provision. These corporations were in a dire situation in 2014 regarding their Transportation, Capital Projects and Bus Replacement Funds. The final solution to the issue was HB 1062 that provided a three year exemption from protected taxes for those corporations impacted by the circuit breaker/protected taxes by 10% or more. Over 90 school corporations will receive this relief and will have approximately \$100 million to spend on these funds that would have been lost under protected taxes.

There are many legislators to thank for HB 1062 that passed the House Ways & Means Committee, Senate Appropriations Committee and both houses without a single no vote. The following legislators were most instrumental on the compromise in the bill and moving it through the General Assembly: Representative Todd Huston (author of the bill), Senator Pete Miller (Senate sponsor), Senators Ryan Mishler, Pat Miller, Randy Head, Tim Lanane and Representatives Jeff Thompson and Sue Errington. Many legislators came to me during the session alerting me of the need to help their school corporations. Senator Tim Skinner did not like parts of HB 1062, but still signed the conference committee report because it helped his corporation. Special thanks to all of the

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from Denny's Desk

continued . . .

IASBO members and superintendents who explained to your legislators the need to deal with this issue.

The legislative action list used by the associations is in this edition of the *InterCom*. At the time of this printing, not all bills had been signed by the Governor. Go to the General Assembly's website to review the final printing of these bills.

This edition of the *InterCom* also contains the program for the IASBO Annual Meeting that will be held in French Lick on May 7-9. More information on the Annual Meeting will be distributed through the IASBO email system in the coming days. A terrific professional development opportunity has been planned for this year. Be in French Lick in early May to hear from your peers and professionals on the various aspects of school business management.

*"Courage is not the lack of fear.
It is acting in spite of it."*
Mark Twain

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2014 Indiana ASBO Professional Development Calendar

2014

- | | |
|-------------|---|
| April 10 | Budget Workshop - #3
<i>MSD of Warren Township, Indpls.</i> |
| April 11 | Treasurer's Workshop - #4
<i>MSD of Pike Township
Administration Office, Indianapolis</i> |
| April 14-15 | RESCHEDULED –
Certification Courses
<i>The Palms, Plainfield</i> <ul style="list-style-type: none">• Leadership• Introduction to Human Resources Administration• Labor Relations/Contract Administration• Group Health/Medical Insurance |
| April 18 | Good Friday |
| April 22 | Certification Courses
<i>The Palms, Plainfield</i> <ul style="list-style-type: none">• Maintenance Operations• Governance and Operational Relationships |
| April 24 | Extracurricular Accounting Seminar
<i>The Palms, Plainfield</i> |
| May 7-9 | IASBO Annual Meeting
<i>Events Center, French Lick</i>

Certification Courses <ul style="list-style-type: none">• School Law & Administrative Rules – Advanced• Collective Bargaining Strategy & Law• Accrual Accounting• Transportation Administration |
| May 16 | Budget Workshop - #4
<i>MSD Warren Township, Indpls.</i> |
| May 26 | Memorial Day |
| June 16-17 | Summer Institute
<i>The Palms, Plainfield</i>

Certification Courses <ul style="list-style-type: none">• School Law & Administrative Rules – Basic• Public Relations & Internal Communications• Principles of Education• Managing People |
| June 20 | Joint School Finance Seminar
<i>Indianapolis Marriott North Hotel</i> |

2014 Legislative Action List . . . pages 6-9

SENATE			
Bill #	Title	Sponsor	Action
SB 01	State and local taxation.	Hershman, Kenley	Passed 35-11 Passed 63-36 Governor
SB 070	Debt service funds.	Miller Pete	In HB 1062
SB 085	School resource officers.	Miller Pete	Passed 47-1 Passed 91-0 Signed
SB 091	Education standards.	Schneider	Passed 36-9 Passed 67-26 Signed
SB 106	Local government transparency.	Charbonneau	Passed 49-0 Passed 97-0 Governor
SB 114	Excused absences from school for state fair activities.	Leising	Passed 28-21 Passed 95-0 Signed
SB 118	Redevelopment commissions and authorities (TIF's).	Miller	Passed 48-0 Passed 71-27 Governor
SB 143	School debt restructuring.	Miller Patricia	In HB 1062
SB 159	Adult high schools	Kenley	In HB 1028
SB 205	Charter schools	Banks, Yoder, Kruse	Passed 48-0 Passed 95-0 Signed
SB 207	School operating referendum ballot language.	Walker	Passed 49-0 Passed 97-0 Governor
SB 222	High school student athlete concussions.	Holdman, Alting	Passed 46-0 Passed 95-3 Signed
SB 229	Firearm matters.	Tomes	Passed 28-21 Passed 74-24 Governor

2014 Legislative Action List . . . *continued*

SENATE			
Bill #	Title	Sponsor	Action
SB 245	Schools and auto-injectable epinephrine.	Miller Patricia, Becker	Passed 44-0 Passed 96-0 Governor
SB 264	Choices for teachers program.	Banks	In HB 1319
SB 282	Choice scholarship.	Eckerty	Passed 31-16 Passed 61-37 Signed
SB 284	Teacher contracts.	Grooms	In HB 1319
SB 321	Charter school funding.	Schneider, Banks	Passed 35-13 Passed 86-6 Signed
SB 330	Better skills for adult learners.	Boots, Buck, Kruse, Tallian	Passed 46-0 Passed 93-0 Governor
SB 332	State and local investments.	Holdman, Walder, Broden	Passed 46-2 Passed 97-0 Governor
SB 338	State board of accounts.	Hershman	Passed 48-0 Passed 83-13 Governor
SB 344	School building safety.	Hume, Pete Miller	Passed 45-3 Passed 93-0 Signed
SB 363	Complexity index calculation.	Mishler	Passed 48-0 Passed 75-19 Signed
SB 367	Property tax.	Hershman	Passed 44-4 Passed 73-24 Governor
SB 397	Matters concerning children in nursing facilities.	Leising	Passed 48-0 Passed 97-0 Governor

2014 Legislative Action List . . . *continued*

HOUSE			
Bill #	Title	Sponsor	Action
HB 1001	Tax exemption for new personal property.	Turner	In SB 1
HB 1004	Prekindergarten study commission and pilot project	Behning, Bosma	Passed 87-9 Passed 43-5 Governor
HB 1028	Adult high schools.	DeVon	Passed 92-0 Passed 47-0 Governor
HB 1062	Local government finance	Huston, Clere, Errington	Passed 94-0 Passed 49-0 Governor
HB 1063	Charter school compacts.	Huston	Passed 97-0 Passed 38-10 Signed
HB 1064	Study of career and technical education programs.	McNamara	Passed 94-0 Passed 49-0 Governor
HB 1074	Pension thirteenth checks.	Burton, Niezgodski	Passed 84-0 Passed 47-0 Governor
HB 1075	PERF and TRF annuities.	Burton, Niezgodski	Passed 83-0 Passed 39-8 Governor
HB 1079	Student transfers.	Karickhoff	Passed 97-0 Passed 48-0 Signed
HB 1113	School bus lettering indication.	Zent, Bacon, Riecken	In HB 1303
HB 1181	Career and technical education centers.	Frye R	Passed 92-0 Passed 48-0 Signed
HB 1196	Construction managers as constructors.	Truitt, Huston, Ober	Passed 58-38 Passed 45-2 Governor
HB 1204	Various education and school matters.	Huston	Passed 96-0 Passed 48-0 Signed

2014 Legislative Action List . . . *continued*

HOUSE			
Bill #	Title	Sponsor	Action
HB 1213	Career and technical education diploma.	McNamara, Maher	Passed 92-0 Passed 41-7 Governor
HB 1233	Background checks by schools.	Thompson	In HB 1319
HB 1234	Property tax matters.	Thompson	Passed 63-27 Passed 35-12 Governor
HB 1266	Local government finance issues.	Leonard	Passed 82-12 Passed 47-1 Governor
HB 1287	School discipline study.	Porter	In HB 1319
HB 1290	Health of student athletes.	Bacon	Passed 87-9 Passed 47-0 Governor
HB 1303	School bus safety.	VanNatter	Passed 95-0 Passed 47-0 Signed
HB 1319	Education matters.	Behning	Passed 95-0 Passed 48-0 Signed
HB 1321	Innovation network schools.	Behning	Passed 54-37 Passed 31-17 Signed
HB 1340	Refunding bonds for school consolidation.	Huston	Passed 94-0 Passed 47-0 Governor
HB 1388	Teacher quality preparation.	Behning	Passed 95-0 Passed 43-4 Governor

IASBO New Members

Region 1

LORI CORDERA

Human Resources Specialist
Hanover

JOHN PANEK

Director of Facilities
East Chicago

GABRIELLE PERRYMAN

Payroll Supervisor
Portage Township

GINA TEETS

Director of Human Resources
LaPorte

VICKI WIETBROCK

Financial Assistant
Tri-Creek

Region 2

BRADLEY CARRIVEAU

Asst. Director of Transportation
Penn-Harris-Madison

ANGELA CHAPMAN

Admin. for Personnel
Caston

LUCINDA DOUGLASS

Interim Superintendent
Caston

ANITA HAINES

Accounts Payable/Insurance
Coordinator
Triton

KELSEY MILLER

Finance Clerk
Logansport

DENE MOORE

Custodial Coordinator
Goshen

ZACHARY MOORE

Director of Operations
Union-North

PEGGY OWENS

Superintendent's Secretary
North Miami

SHELLY SHARKEY

Transportation Administrator
Goshen

DAVID SNYDER

Technology Director
Goshen

DON STREET

Principal
West Central

Region 4

AARON CASE

Assistant Superintendent/
Transportation Director
Kankakee Valley

GREGG HOOVER

Superintendent
Benton Community

Region 5

KATHY GOAD

Superintendent
Tri-County

CATHY GRIFFIN

Business Office Secretary
Marion

ANITA PEARCY

Operations Mgr./Deputy Treasurer
Clinton Central

MATT STONE

Administrator
Wabash City

Region 6

SCOT CRONER

Superintendent
Blackford County

DAWN HARDY

HR Specialist
C.A. Beard

RANDI LIBBY

Executive Treasurer
Blackford County

CHIP MEHAFFEY

CFO in Training
Muncie

JENA SCHMIDT

HR Specialist
New Castle

MARIA SELLS

Assistant Superintendent
New Castle

Region 7

KATHY GILBREATH

Asst. to Supt. of Business
Martinsville

KIM LARUE

Treasurer
Martinsville

DAVID MARCOTTE

Superintendent
Mooresville

ROSE MERRICK

Payroll/Human Resources
Richland-Bean Blossom

JERRY SANDERS

Assistant Supt. of Curriculum
Martinsville

RANDY TAYLOR

Assistant Superintendent for Business
Mooresville

IASBO New Members

continued

Region 8

PAULA BARBER

Administrative Asst. for HR
Noblesville

MAXINE BROWN

Accounts Receivable Specialist
MSD Pike Township

JAMES BRYANT

Director of Alternative Education
Danville

JARROD BURNS

Assistant Principal
Clark-Pleasant

CHRISTY CHIMEL

Purchasing Coordinator
Noblesville

SUSAN CLEARY

HR Generalist
Zionsville

KIM COMBS

Food Service Director
Clark-Pleasant

VERONICA CROOKE

Accounts Payable
Greenwood

JOE EASTERDAY

Associate Director
Johnson County Special Services

KYLE FESSLER

Deputy Chief Personnel Officer
MSD Wayne Township

SHEA FINK

Deputy Treasurer
Northwestern Cons.(Shelby Co.)

MELISSA GEHRES

Workshop Coordinator
Region 8 Education Service Center

TIM HARSHBARGER

Executive Director of HR
MSD Lawrence Township

JOHN MCFARLAND

Chief Technology Officer
MSD Lawrence Township

JOANNE MILLER

Payroll/HR Coordinator
Johnson County Special Services

CHRIS PAINTER

Director of Maintenance
Center Grove

MELINDA QUIRKE

Payroll Specialist
MSD Decatur Township

VERONICA ROBINSON

Fiscal Grant Specialist
MSD Pike Township

SAM RUFF

Student Service Coordinator
Central Indiana Educational Service
Center

DIANA SCOTT

HR Specialist, Certified
MSD Lawrence Township

JENNY SHIERANT

HR Secretary
Noblesville

BRIAN SIMKINS

Director of Human Resources
MSD of Warren Township

PAMELA WRIGHT

Director
Johnson County Special Services

Region 9

DARRYL ANGERMEIER

Manager of Maintenance
Evansville-Vanderburgh County

COURTNEY BOHLEBER

Internal Auditor
Evansville-Vanderburgh County

LORICE CHAMBERLAIN

Deputy Treasurer
Pike County

MICHAEL GALVIN

Principal
South Gibson

TERRI HOLMES

Administrative Assistant
Pike County

TINA KEY

Treasurer
Crawford County

TONY WHITAKER

Superintendent
Springs Valley

Region 10

LU BRIGHT

Deputy Treasurer
Madison

SANDRA HALL

Lunch Fund Treasurer
Brownstown

JASON HOLLAND

Special Education Supervisor
West Clark

ROB HOOKER

Superintendent
Seymour

LOUIS JENSON

Director of High Schools
New Albany

JOHN MEHRLE

Superintendent
South Dearborn

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IASBO FOUR CERTIFICATION COURSES

Indiana ASBO will once again sponsor Certification Courses on April 14-15, 2014 at The Palms in Plainfield. The four IASBO certification courses will be presented - Introduction to Human Resources Administration (HR110); Leadership Development (ADM110); Group Health/Medical Insurance (HR116); and, Labor Relations/Contract Administration (HR112). Please review your portfolios to see if you need any of these courses. The Leadership Development course is held every year, but the other three courses will not be held again until the winter of 2016. The agenda and registration form for the courses can be found at: <http://www.indiana-asbo.org/file/1150/view> The agenda for April 14 and 15 is as follows:

MONDAY, APRIL 14

8:30 a.m. **Registration**

9:00 a.m. **GROUP HEALTH/MEDICAL INSURANCE (HR116)**

The session focuses on the basics of group insurance especially medical benefits, premium contributions, full insured programs, minimum premium, self-funded, networks, trusts (MEWA), PL 232, reserves, open enrollment, HIPPA, COBRA, dental, vision, life, LTD, and long-term care.

Instructors: Paul Gabriel, Chief Financial Officer, Center Grove Community School Corporation, and Richard Sutton, President, RESutton & Associates

Required: Chief Business Officer; Assistant Chief Business Officer; Human Resources Director

Elective: Business Office Specialist; Facility Director

Noon **Lunch**

1:00 p.m. **LABOR RELATIONS/CONTRACT ADMINISTRATION (HR112)**

The session will detail administration of the collective bargaining contract in regards to discussion, grievances, complaints, salaries and wages, and benefits. The course will also examine the legal differences between an employee and an independent contractor; and issues related to at-will employees, workers compensation, job site discrimination, sexual harassment and various types of employee leave.

Instructor: Michelle Cooper, Esq., Bose McKinney and Evans

Required: Human Resources Director

Elective: Chief Business Officer; Assistant Chief Business Officer; Business Office Specialist; Facility Director

4:00 p.m. **Adjournment**

TUESDAY, APRIL 15

8:30 a.m. **Registration**

9:00 a.m. **INTRODUCTION TO HUMAN RESOURCES ADMINISTRATION (HR110)**

The course will focus on the overall aspects of human resources in public schools and will include staffing practices for both certified and classified positions, tenure, at-will employees, benefits administration, labor relations, employee retirement plans, contract administration and payroll administration.

Instructors: Joe Erne, retired Human Resources Director at MSD of Washington Township, and Mary Rehlander, retired Human Resources Director at MSD of Warren Township

Required: Chief Business Officer and Human Resources Director

Elective: Assistant Chief Business Officer, Business Office Specialist, Facility Director

Noon **Lunch**

1:00 p.m. **LEADERSHIP DEVELOPMENT (ADM110)**

The course will include segments on ethics, school organizations, inter-personal relationships, culture, leadership styles, and communication skills.

Instructor: Dr. Mark Miller, Director of Professional Development, Indiana ASBO

Required: Chief Business Officer; Assistant Chief Business Officer; Business Office Specialist; Human Resources Director, Facility Director

4:00 p.m. **Adjournment**

continued on page 14

IASBO Certification Registration Form

IASBO Winter Institute

Monday, April 14, 2014

Tuesday, April 15, 2014

(re-scheduled from January)

The Palms (Formerly Primo West), Plainfield, Indiana

Corporation _____

Phone or email _____

Certification Classes

_____ Group Health / Medical Insurance (HR116) - (4-14-14, 9am-12noon)

_____ Labor Relations / Contract Administration (HR112) - (4-14-14, 1pm-4pm)

_____ Intro to Human Resources Administration (HR110) - (4-15-14, 9am-12noon)

_____ Leadership (ADM110) - (4-15-14, 1pm-4pm)

Will you be joining us for lunch on: Monday, 4-14-14 _____ Yes _____ No

Tuesday, 4-15-14 _____ Yes _____ No

Name/Title	IASBO Member \$70 per class; \$280 for all four classes

☐ Enclosed is a check

☐ Please bill the corporation (PO# _____)

Please return this form via email, mail or fax to:

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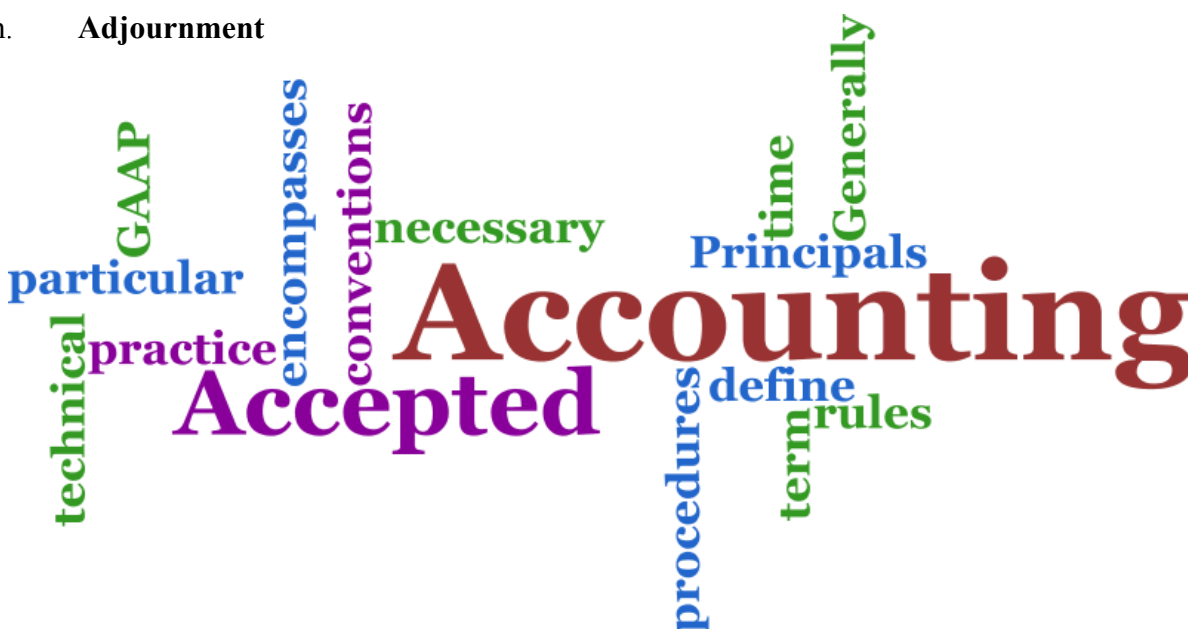
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IASBO EXTRACURRICULAR ACCOUNTING SEMINAR

April 24

Indiana ASBO will sponsor an Extracurricular Accounting Seminar on April 24 at The Palms in Plainfield. This seminar is sponsored by the IASBO Accounting & Budgeting Research Committee. The full agenda and registration form can be found on the IASBO web site. Each participant will receive a handbook on extracurricular accounting that contains over 200-pages of practical information. Presenters for the seminar are: Steve Nauman, Chief Financial Officer, Seymour Community Schools; Vicki Andrews, Treasurer, Southern Wells Community School Corporation; and, Karen Zackfia, Director of Business and Finance, North Newton School Corporation. Please share this information with your extracurricular accounting treasurers. The agenda for March 12 is as follows:

- 8:30 a.m. **Registration**
- 9:00 a.m. **Cash & Receipts:** Treasurer Responsibilities, General Requirements, Cash, Receipts, Fund Raisers, Vending Machines, Investments, Expenditures & Purchasing: Purchasing, Expenditures, Textbook Rental, Athletics, Bank Reconcilements, Month & Year End Balancing
- 10:30 a.m. **Break**
- 10:45 a.m. **Finish with Expenditures & Purchasing**
- 11:00 a.m. **Audit:** Audit, Top 10 Audit Results and Comments, Sales Tax, Gift Cards, Donations, Field Trips, School Lunch, Record Retention
- Noon **Lunch**
- 1:00 p.m. **Break-Out Group Discussions**
Discussions will be broken down by Elementary and/or Jr. High ECA Treasurers and High School ECA Treasurers
- 2:30 p.m. **Adjournment**



continued on page 17

INDIANA ASBO EXTRACURRICULAR ACCOUNTING SEMINAR

*Thursday, April 24, 2014 (Re-scheduled from March 12th)
The Palms (formerly Primo West), 5343 E Perry Road, Plainfield, IN*

REGISTRATION FORM

SCHOOL CORPORATION: _____

CONTACT PERSON: _____

TELEPHONE AND/OR EMAIL: _____

Number of people attending:

_____ Number of Participants: \$60 per person (includes lunch)

Participant Names: _____

Attendee Information:

_____ Number of Elementary School Treasurers

_____ Number of Middle and/or High School Treasurers

Billing Information:

_____ Enclosed is a check for the registration fee.

_____ Please bill the corporation (PO#: _____)

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To receive a refund, cancellation must be received in writing by April 17, 2014.

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Preconference Workshops - **Wednesday, May 7**

- 8:30 a.m. Strategies When the Money Runs Out:** Circuit Breaker Issues; Generation of Revenues; Managing Your Debt; Transportation Issues; Maintaining Facilities; Funding Technology –
*Steve Sonntag, Director for Business, Clark-Pleasant CSC,
Dennis Tackitt, Chief Financial Officer, MSD Wayne Township, and
Chad Blacklock, Director of Business, MSD Franklin Township* (Clifton B)
- The Affordable Care Act – Compliance & Market Place –**
Monica Schermier, Health Care Reform Consultant, American Fidelity Assurance Company (Clifton A)
- 1:00 p.m. Strategies When the Money Runs Out:** Circuit Breaker Issues; Generation of Revenues; Managing Your Debt; Transportation Issues; Maintaining Facilities; Funding Technology –
*Tom Keeley, Director of Business & Personnel, Beech Grove City Schools,
Chad Blacklock, Director of Business, MSD Franklin Township,
Nick Verhoff, Director of Business, Westfield-Washington Schools, and
Kirk Farmer, Chief Financial Officer, MSD Decatur Township* (Clifton B)
- The Affordable Care Act – Compliance & Market Place –**
Monica Schermier, Health Care Reform Consultant, American Fidelity Assurance Company (Clifton A)
- Maintaining & Sustaining eLearning:** 1:1 Computing; Bring Your Own Device; Virtual Learning; Financing Strategies –
*Pete Just, Chief Technology Officer, MSD Wayne Township,
James Aldridge, Chief Technology Officer, MSD Warren Township, and
Johnny McFarland, Chief Technology Officer, MSD Lawrence Township* (Hickman)

Certification Courses - **Wednesday, May 7**

- 8:30 a.m. Accrual Accounting (A114) –** *Tim Armstrong, Consultant, Educational Services Company* (Murdock)
- Collective Bargaining Strategy & Law (HR114) –**
Susan Traynor Chastain, Esq., Bose McKinney & Evans (Taggart)
- 1:30 p.m. Transportation Administration (ADM117) –**
Guy Gentry, Manager of Transportation, Warrick County School Corporation (Murdock)
- School Law & Administrative Rules Advanced (ADM112) –**
Lisa Tanselle, Esq., Staff Attorney, Indiana School Boards Association (Taggart)
- Treasurer/Deputy Treasurer Round Tables**

Thursday, May 8

- 10:00 a.m. Indiana Public Retirement Fund Update - TBD** (Taggart)
- Website 101: Reporting Issues –** *Stephanie Pittman, Treasurer, Bremen Public Schools* (Murdock)
- Calculating MOE –** *Jennifer Thompson, Grant Manager, Indiana Department of Education* (Erwin)
- What's New with the Biannual Audit? -**
*Amanda Brackett, Supervisor of Business Services, MSD of Washington Township and
Leslie Rittenhouse, Director of Business, Yorktown Community Schools* (Hickman)

Clinic Sessions

Thursday, May 8

- 3:15 p.m. State Board of Accounts Update -**
Tammy Baker and Ryan Preston, Supervisors of Audits, Indiana State Board of Accounts (Clifton A)
- Update on Collective Bargaining Guidelines -**
Susan Traynor Chastain, Esq., Bose McKinney & Evans (Clifton B)
- Maintaining Facilities in this Financial Climate –**
*Rodger Smith, Director of Facilities, MSD Lawrence Township and
Brennen Baker, President, Mositure Management* (Erwin)
- Controlling FMLA - Karen Glasser Sharp, Esq., Bose McKinney & Evans** (Taggart)
- Current Economic Trends and Changes - How Will They Affect You? –**
Kelly Mitchell, Director, TrustINDiana (Murdock)
- Using Websites as a Financial Communication Tool –**
*Paul Gabriel, Chief Financial Officer, Center Grove CSC and
Kathy Friend, Chief Financial Officer, Fort Wayne CSC* (Dickason)
- Cash Flow and Forecasting Techniques –**
*Kendall Hendricks, Director of Finance, Brownsburg CSC and
Eric Rody, Chief Financial Officer, Lafayette School Corporation* (Hickman)
- 4:30 p.m. School Safety & Security Grants –**
Steve Tobias, Director of Buildings and Grounds, Tippecanoe School Corporation (Dickason)
- Outsourcing Substitute Teachers -**
*Tim Harshbarger, Executive Director for Human Resources, MSD of Lawrence Township,
Dr. Thomas Keeley, Director of Business & Personnel, Beech Grove City Schools, and
Donna Mullins, Director of Human Resources, Greater Clark County Schools* (Murdock)
- Five Areas of Risk Management –**
Kelly Kitchel, Commercial Insurance & Risk Management Consultant, Henriott Group (Hickman)
- Compensation Models Update –**
*Jud Wolfe, Assistant Superintendent, Plainfield CSC,
Jim Coplen, Business Manager, MSD of Southwest Allen County,
Scott Bowling, Assistant Superintendent, Crawfordsville CSC, and
Carl Underwood, Chief Financial Officer, Evansville-Vanderburgh SC* (Clifton B)
- Update from the DOE Office of School Finance –**
Melissa Ambre, Director, Office of School Finance, Indiana Department of Education (Clifton A)
- Website 101: Reporting - Stephanie Pittman, Treasurer, Bremen Public Schools** (Erwin)
- Successful Referendums – How Did We Do It? –**
*Mike Shafer, Chief Financial Officer, Zionsville CSC and
Jerry Hawkins, Director of Finance, Goshen Community Schools* (Taggart)

2014 IASBO Annual Meeting

continued

Friday, May 9

- 8:15 a.m. State Board of Accounts Update -**
Tammy Baker and Ryan Preston, Supervisors of Audits, Indiana State Board of Accounts (Clifton A)
- Compliance with the Affordable Care Act -** *Richard Sutton, President, RESutton & Associates and Tara Sciscoe, Esq., Ice Miller* (Clifton B)
- Energy Economics and Strategies to Contain Your Spending –**
Mike Lindsey, Energy Leader, Performance Services Company (Murdock)
- Property Tax Issues: TIF's, Protected Taxes, Assessed Valuation –**
Bob Harris, Executive Director, Educational Services Company and Curt Pletcher, H. J. Umbaugh Associates (Taggart)
- The Benefits of a Self-Insured Workers Compensation Program –**
Dr. Diane Schweitzer, Director of Construction/Maintenance, School City of Hammond (Erwin)
- Auditing Free & Reduced Lunch Counts -**
Jerry Hawkins, Director of Finance, Goshen Community Schools (Dickason)
- Social Media in the Workplace -** *Andrew Manna, Esq., Church, Church, Hittle & Antrim* (Hickman)
- 9:30 a.m. School Law for School Business Officials -**
Dave Emmert, Esq., General Counsel, Indiana School Boards Association (Taggart)
- Update from the DOE Office of School Finance –**
Melissa Ambre, Director, Office of School Finance, Indiana Department of Education (Clifton A)
- Department of Local Government Finance Update –**
Micah Vincent, Commissioner, Department of Local Government Finance (Clifton B)
- Monitoring Social Media for Threats & Bullying Against Students & Staff –**
Bruce Canal, Chief Executive Officer, Social Net Watcher, LLC (Erwin)
- Employee Handbooks – Classified Employees –**
Michelle Cooper, Esq., Bose McKinney & Evans (Murdock)
- Bus Driver Retention – Where Did They Go? -**
Terry Butler, Director of Transportation, School City of Hammond (Dickason)
- Maintaining & Sustaining Technology –**
Pete Just, Chief Technology Officer, MSD Wayne Township (Hickman)
- 11:00 a.m. School Law for School Business Officials -**
Dave Emmert, Esq., General Counsel, Indiana School Boards Association (Taggart)
- Department of Local Government Finance Update –**
Micah Vincent, Commissioner, Department of Local Government Finance (Clifton B)
- System Integration and Data Dashboard –**
Rodger Smith, Director of Facilities, MSD Lawrence Township and Tom Davis, Senior Technical Analyst, Verizon Wireless (Erwin)
- REPA II or III? -** *Katie Russo, Coordinator of Assessment and Instruction and Risa Regnier, Director of Licensing, Indiana Department of Education* (Murdock)

2014 IASBO Annual Meeting

continued

Public Purchasing - Things You Need to Know –

*Rod Rathge, Director of Purchasing Services, Fort Wayne Community School Corporation and
Sandy Hubbard, Purchasing Agent, Indianapolis Public Schools*

(Dickason)

Managing Your Debt –

Jane Herndon, Esq., Ice Miller and Matt Schumaker, City Securities

(Hickman)

Compliance with the Affordable Care Act -

*Richard Sutton, President, RESutton & Associates and
Tara Sciscoe, Esq., Ice Miller*

(Clifton A)

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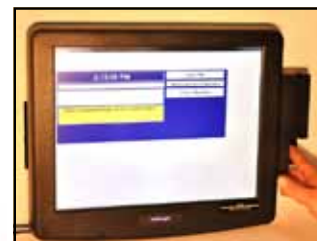


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IASBO AWARD RECIPIENTS

The Indiana ASBO Awards Committee have selected the overall recipients for the 2014 Treasurer of the Year, School Business Official of the Year and School Support Professional of the Year. For the first time ever, the committee has selected two members to receive the School Business Official of the Year Award. The overall recipients are:

Treasurer of the Year -

Lois Goeglein, Financial Assistant, East Allen County Schools (an IASBO member since 1997)

School Business Official of the Year -

Darlene Small, Treasurer/Administrative Assistant, South Knox SC (an IASBO member since 1992)

Ted Zembala, Business Manager, School City of Hobart (an IASBO member since 1998)

School Support Professional of the Year -

Guy Gentry, Manager of Transportation, Warrick County SC (an IASBO member since 1999)

The 2014 recipients by region and by category are as follows:

Treasurer of the Year

Region 1	Cindy Adams, Highland
Region 2	Erica Purvis, Warsaw
Region 3	Lois Goeglein, East Allen
Region 4	Lana Crum, Tippecanoe
Region 5	Becky Monroe, Madison-Grant
Region 6	Julie Wake, Liberty-Perry
Region 7	Marsha Wyndham, Clay Community
Region 8	Mary Chris Scott, Shelby Eastern
Region 9	Mary Walton, Loogootee
Region 10	Myra Fischvogt, Jennings County

School Support Professional of the Year

Region 1	Terry Butler, Hammond
Region 2	Greg Schroeder, Warsaw
Region 3	Kathy Brown, North Adams
Region 4	Steve Tobias, Tippecanoe
Region 5	Barb Roesener, Eastern Howard
Region 6	Beverly LaVelle, Yorktown
Region 7	LaDonna Fisher, Spencer-Owen
Region 8	Jay Staley, Clark-Pleasant
Region 9	Guy Gentry, Warrick County
Region 10	Karen Sieverding, South Ripley

School Business Official of the Year

Region 1	Ted Zembala, Hobart
Region 2	Darlene Flora, John Glenn
Region 3	Kathy Friend, Fort Wayne
Region 4	Scott Bowling, Crawfordsville
Region 5	Stan Hall, Peru
Region 6	Leslie Rittenhouse, Yorktown
Region 7	Mike Mogan, Shakamak
Region 8	Tom Keeley, Beech Grove
Region 9	Darlene Small, South Knox
Region 10	Steve Hobgood, Greater Clark

All of these recipients will be honored at the Awards Banquet during the IASBO Annual Meeting in May. IASBO congratulates all of the recipients.

Indiana Court of Appeals Decisions

Court concludes that the Department of Education has broad authority to determine the appropriate action to take against a teacher's license.

Finding that Indiana law authorizes the State Superintendent of Public Instruction to initiate proceedings against a teaching license and empowers the Department of Education to determine what action should be taken, the court upheld the Department's decision to impose a lesser sanction than that recommended by the State Superintendent. Terkosky v. Indiana Department of Education, 996 N.E.2d 832 (Ind. App. 2013).

Pursuant to IC 20-28-5-7, the State Superintendent of Public Instruction recommended that a teacher's license be revoked for three years, asserting the teacher was guilty of immorality and misconduct in office. The recommendation was based upon several alleged inappropriate disciplinary measures used by the teacher to correct the behaviors of students with disabilities. An administrative law judge (ALJ) for the Department of Education conducted a hearing and concluded that the totality of the evidence tipped in favor of a lesser sanction. The ALJ thus ordered that the teacher's license be suspended for two years. The teacher appealed the decision to the trial court, which affirmed the Department's decision.

On appeal to the Court of Appeals, the teacher asserted that the ALJ did not have the authority to impose a sanction not recommended by the State Superintendent of Public Instruction and that the order failed to comply with IC 20-28-5-7 in that the order did not contain specific findings of fact, the ALJ never concluded that her conduct constituted immorality or misconduct in office, and that the order was not supported by substantial evidence.

With respect to the teacher's challenge of the ALJ's authority to impose a sanction other than that recommended by the State Superintendent of Public Instruction, the Court of Appeals noted that IC 20-28-5-7 provides that "on the written recommendation of the state superintendent, the department may suspend or revoke a license." The court interpreted this language to mean that the law assigns to the Superintendent the

role of initiating proceedings against a teacher license and assigns to the Department the role of determining the appropriate action to take against the license. The court further noted that since the legislature "has ceded to the IDOE the authority to enforce licensure standards and to determine the details of licensing, ... we do not believe it would have intended for Section 7 to be interpreted in such a fashion as to award the power to determine the action to take against a teaching license to the Superintendent, with the IDOE having only the power to determine whether the Superintendent's recommended action was warranted."

The court then addressed the teacher's argument that the ALJ's order did not comply with statute. The teacher's first contention was that the findings of fact were faulty in that they simply recited the testimony of witnesses and never found whether or not the alleged incidents ever occurred. The court acknowledged that some of the findings merely recited witnesses' testimony, but concluded the balance of the findings recited what the ALJ found to have happened and did not cast doubt on whether the ALJ found that the incidents in fact occurred. The teacher then asserted that the ALJ never concluded the teacher's conduct constituted immorality and misconduct in office. The court noted that the ALJ referenced two court cases addressing immorality and applied the facts of this case to those cases. While the ALJ did not specifically conclude that the teacher's conduct was immoral or constituted misconduct in office, the application of the facts to the court cases was sufficient to conclude that the teacher had engaged in immoral conduct. Lastly, the teacher argued that the findings were not supported by substantial evidence. Noting that "substantial evidence" is "something more than a scintilla, but something less than a preponderance of the evidence," the court concluded there was substantial evidence to support the ALJ's findings. Therefore, the court concluded that the ALJ's decision to impose a two-year suspension was not contrary to law.

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Trial Court Opinions

School prevails in a student fee suit because parent did not file the required notice of a tort claim and because the Indiana Constitution's Education Clause does not provide a private cause of action for damages.

Finding that the Indiana Tort Claims Act applies to actions arising under the Indiana Constitution and common law and that the parent failed to file notice of a tort claim as required by the Act, the court dismissed a parent's claims that fees charged by the school corporation were unlawful. McIntire v. Franklin Township Community Sch. Corp., Cause No. 49D11-1112-PL-045962, Marion Superior Court 11 (October 31, 2013).

A parent of children who attended the Franklin Township Community School Corporation sued the school corporation, alleging that certain fees charged at the high school were a violation of Article 8, §1 of the Indiana Constitution. In particular, the parent objected to a \$1.50 locker fee, a \$1.50 newspaper fee, a \$2.00 activity fee, a \$3.00 ID fee, a \$10.00 technology fee, a \$4.00 student planner fee, and a textbook rental fee based on the statutory formula. The parent sought damages and an injunction barring the school corporation from charging the student fees.

The school corporation filed a motion for summary judgment, arguing that the parent's claims were barred by her failure to comply with the notice requirements of the Indiana Tort Claims Act and that the Education Clause did not afford the parent with a private cause of action for damages. In response, the parent asserted her claims were based on an oral contract, and not the Education Clause or common law, and therefore the Tort Claims Act did not apply to her suit.

The trial court found that the legal complaint did not mention any contract, but rather stated that her claims stemmed from "the Indiana Constitution and common law." Also, the court noted that the parent did not produce any evidence of an oral contract between her and the school corporation. Citing case law, the court concluded that claims against a school

corporation are subject to the Tort Claims Act notice requirement and that the Act applies to actions arising under the Indiana Constitution and common law. Because the parent failed to file the notice required by the Act, the court determined that she was barred from maintaining her claim.

As to the private cause of action issue, the court noted that certain rights in the Indiana Constitution do not contemplate an individual damages remedy. It also noted that the Indiana Supreme Court has held that the Indiana Constitution "does not mandate any specific remedy for [its] violations" and that if "the legislature believes that a broader remedy is needed to redress that constitutional violation or others, then it is free to provide one." Finding that neither the text of the Education Clause nor any Indiana statute establishes a private cause of action for damages under the Education Clause, the court rejected the parent's claim for damages.

If you have a questions or would like a copy of any documents referred to in this article, please contact Lisa Tanselle, Staff Attorney, Indiana School Boards Association, by phone 317-639-0330, ext. 110 or by email ltanselle@isba-in.org.

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