President’s Message

Hello again my friends. I trust this communication finds you well. This article and the one to follow in November will focus on a potential way to improve team performance while gaining improved enjoyment of our work life.

Content is coming from a book written by Matthew Kelly called The Dream Manager. Perhaps you have read or heard about it. It is thought provoking and I will attempt to glean a few insights that resonated with me.

The story is about a fictional company with a staggeringly high turnover rate, and it does speak to a truth that we all face. An organization can only become the best version of itself to the extent that the people who drive the organization are striving to be a better version of themselves. What if a certain percentage of folks in your workplace are actively disengaged? Or worse, they have decided to “quit and stay”. If either of these is the case, do you think they are working to become their best selves, and if they are not, what does that tell us about their productivity. What does that look like if it is a teacher who is going through the motions and how does it impact students?

The reasons for discontent could vary widely. As we all know and often hear, there is a certain amount of negative press about public education. Many of us share positive news stories to help balance the picture. Other factors certainly can include feelings of not being appreciated, not being able to measure accomplishment or not being included in communications that they feel are relevant to their day to day activity.

continued on page 2

Articles of Interest . . .

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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

Ultimately frustrations of this nature can result in employees leaving for seemingly greener pastures. We see this in our districts every day as we lose teachers, bus drivers and more to each other as we push up pay rates much like we are in an arms race. So what are really talking about? We are talking about morale and workplace atmosphere. Where do we start? Many of us do some type of employee surveys to gain insight. That is what the company in this story did first. The information they gathered helped somewhat, but it didn’t achieve the full goal that was sought. So how do you take this information farther?

That is where dreams and aspirations come in. Everyone has dreams. Dreams drive us all. Your dream might be to put your children through college, or perhaps go back to school yourself. It might be that you want to own a home rather than rent. You might hope to improve a relationship with a spouse or a child. Or the dream might be to do more for your students than you are able to do today. Whatever your dream might be, what would it mean if your employer, your coworkers, or your family helped you achieve your dream. This idea is not unique to your work life. Have you thought about asking your spouse what his or her dream is? What about your children? How will they feel if you suggest you intend to help them achieve at least one of their dreams? Their life happiness quotient just skyrocketed.

As for your work life, what would it mean to have someone ask questions like this? Not only are you building relationship which will help your work interactions, their general view of life likely just improved which in turn will help them be more engaged at work and more productive. We all want to feel like our work matters and that we are appreciated.

Next month we will wrap up this discussion with some more details on this concept that will give you some things to consider. I look forward to our time together in November.

Kevin
The 2018-2019 edition of Indiana School Laws and Rules is a comprehensive volume of Indiana laws and regulations pertaining to education. This valuable resource is published by Thomson Reuters Publishing Company, a nationally-recognized publisher of legal materials.

It is being offered exclusively through the Indiana School Boards Association, Indiana Association of Public School Superintendents, and Indiana Association of School Business Officials.

The 1,500+ page volume includes education-related provisions of the Indiana Constitution and public laws through the 2018 General Assembly, as well as up-to-date state agency regulations that impact education. In addition, the 2018-2019 Indiana School Laws and Rules includes valuable charts, timelines and calendars.

Limited numbers of this exclusively-offered edition are being made available on a first-come, first-serve basis. The volume costs $120 including shipping and handling. Due to prohibitive publisher costs for re-orders, this will be the only supply available. Your copy will be sent directly to you at the mailing address you specify.

If you are a non-taxed entity, please select the “Non-Taxable Entity ONLY” books, whereas a taxable entity would select the “Taxable Entity ONLY” books.

REGISTER HERE!!

NOTE: If an IASBO member orders the School Law and Rules book, 50% will be taken off of the shipping costs.
I just finished the latest book from Doris Kearns Goodwin entitled “Leadership: In Turbulent Times”. I have always enjoyed her books especially “Team of Rivals” about Abraham Lincoln and his cabinet. She has a special way of writing that brings history to life. Being someone who loves to learn more about history, I always look forward to her next book.

“Leadership: In Turbulent Times” focuses on four former U.S. Presidents – Abraham Lincoln, Theodore Roosevelt, Franklin D. Roosevelt, and Lyndon Johnson. The book speaks to the early leadership signs for each President, the individual challenges each had to overcome, their leadership growth over the years and how their leadership skills were instrumental as they navigated tough times during their time as President. The one common trait between the four of them was that they were constant, life-long learners.

We know the challenges that Abraham Lincoln had as a youth, but this book also chronicles the deep depression he experienced in his thirties. He fought his way through that, and then came the challenges when he began his presidency with the Civil War and the issue of slavery. The book enhances the Lincoln leadership roles as he dealt with this most difficult time in U.S. history. Goodwin discusses transformational leaders who inspire others to identify with something larger than themselves and to be willing to sacrifice for moral goals.

Theodore Roosevelt was a fragile child who had terrible attacks of asthma. His father hired a personal trainer for him and a boxing coach to teach him prize fighting. He faced tragedy after graduating from Harvard when his wife and mother passed away on the same day to unrelated diseases. He went into a deep depression and headed to the Dakota territory where he had purchased a ranch. After two years, he worked through his depression and came back to begin his military and political career. The book details his work on the coal strike of 1902 where 150,000 coal workers went on strike because of low wages and terrible working conditions. Not to give too much away, but the issue was resolved through his leadership grit.

As a young man, Franklin Roosevelt got involved in politics culminating in being the Democratic Vice President candidate in 1920. Although he lost that election, it did not deter him from staying involved in the political arena. Then in 1921, he contracted polio but he did not let his physical challenges deter him from moving forward with his life as a leader. Of course, when FDR became President he had to deal with the Great Depression and then World War II. With optimism and leadership skills, he directed the U.S. out of these most serious situations.

Lyndon Johnson had a rough childhood with his parents and a sense of academic inferiority. He was a superior student, but always felt he was not suited for Harvard or Yale. Johnson was a hard worker who at 26 got involved in politics. In 1948 he won the Texas Senate seat and moved upward until he was John Kennedy’s Vice President. Then on November 22, 1963, he was sworn in as President after the assassination of JFK. Johnson continued Kennedy’s work on civil rights and engineered the greatest advances since the Civil War. Although his civil rights achievements were great, the failures in Vietnam overshadowed his presidency. Goodwin details how Johnson’s vision for civil rights did not carry forth with the tragic decisions regarding Vietnam.

I would recommend “Leadership: In Turbulent Times” if you want to have a great read on leadership and different leadership styles. Doris Kearns Goodwin has provided us another inside view of leadership, politics and vision with this book.

For the November edition of the InterCom, I will provide an analysis of the election and the impact on the 2019 General Assembly. At least one positive came out of the election, no more political ads until the next election.

“You can’t go back and change the beginning, but you can start where you are and change the ending.”

- C.S. Lewis
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# 2018-2019 Indiana ASBO Professional Development Calendar

## November, 2018

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 15-16</td>
<td>IASBO Leadership Academy</td>
<td>Marriott North, Indianapolis</td>
</tr>
<tr>
<td>November 22-23</td>
<td>Thanksgiving Holiday</td>
<td></td>
</tr>
<tr>
<td>November 27</td>
<td>Understanding the Legislative Process Seminar</td>
<td>Embassy Suites, 110 West Washington Street, Indpls. 46204</td>
</tr>
<tr>
<td>November 29-30</td>
<td>IAPSS Annual Meeting</td>
<td>The Westin, Indianapolis</td>
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## December, 2018

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>December 4</td>
<td>Business Office 203 Seminar</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
</tr>
<tr>
<td>December 11</td>
<td>School Finance Seminar</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
</tr>
<tr>
<td>December 12</td>
<td>IASBO Board of Directors Meeting</td>
<td>Embassy Suites, Noblesville</td>
</tr>
<tr>
<td>December 14</td>
<td>ISBA School Law Seminar</td>
<td>Location TBD</td>
</tr>
<tr>
<td>December 25</td>
<td>Christmas</td>
<td></td>
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## January, 2019

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>January 1</td>
<td>New Year’s Day</td>
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## February, 2019

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<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>February 14-16</td>
<td>ASBO International Executive Leadership Forum</td>
<td>San Diego, CA</td>
</tr>
<tr>
<td>February 14-16</td>
<td>AASA National Conference on Education</td>
<td>Los Angeles, CA</td>
</tr>
<tr>
<td>February 19-20</td>
<td>Treasurers Workshop – Days 1 &amp; 2 (4-day series)</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
</tr>
<tr>
<td>February 21</td>
<td>IAPSS / IASBO / IN CTO Council Technology Seminar</td>
<td>The Grand Hall at Westlake Gardens, 400 N High School Rd, Indpls. 46214</td>
</tr>
<tr>
<td>February 26</td>
<td>Spring Institute – Certification Courses</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227 • HR111 Benefits Administration • HR113 Payroll Administration</td>
</tr>
<tr>
<td>February 27</td>
<td></td>
<td>• HR210 Human Resources Administration • HR216 Group Unemployment Insurance</td>
</tr>
<tr>
<td>February 28</td>
<td>School Nutrition Seminar</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
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## March, 2019

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<th>Date</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>March 5-6</td>
<td>Budget Workshop – Days 1 &amp; 2 (4-day series)</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
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<tr>
<td>March 8</td>
<td>IASBO Board of Directors Meeting</td>
<td>Embassy Suites, Noblesville</td>
</tr>
<tr>
<td>March 12</td>
<td>B110 Budgeting Fundamentals for School Business Officials Certification Course</td>
<td>Primo Banquet &amp; Conference Center, 2615 National Ave., Indpls. 46227</td>
</tr>
<tr>
<td>March 13-14</td>
<td>IASBO Leadership Academy</td>
<td>Marriott North, Indianapolis</td>
</tr>
<tr>
<td>March 30 – April 1</td>
<td>NSBA Annual Conference</td>
<td>Philadelphia, PA</td>
</tr>
</tbody>
</table>
April, 2019

April 3-4  IASBO Leadership Academy
Marriott North, Indianapolis

April 15-16  Treasurers Workshop
Days 3 & 4  (B113)
Primo Banquet & Conference Center,
2615 National Ave., Indpls. 46227

April 23  Extracurricular Accounting Seminar
Primo Banquet & Conference Center,
2615 National Ave., Indpls. 46227

April 25  IAPSS Spring Seminar
Primo Banquet & Conference Center,
2615 National Ave., Indpls. 46227

April 30 – May 1  Budget Workshop
Days 3 & 4  (B112)
Primo Banquet & Conference Center,
2615 National Ave., Indpls. 46227

May, 2019

May 8-10  IASBO Annual Meeting
Fort Wayne Convention Center,
120 W Jefferson Blvd, Fort Wayne 46802

May 8  Pre- Conference Certification Courses
• A114  Accrual Accounting
• ADM111  School Law & Administrative Rules – Basic
• ADM118  Food & Nutrition Administration
• HR114  Collective Bargaining Strategy & Law

May 27  Memorial Day

May 30-31  IASBO Board of Directors
Leadership Conference/Board Meeting
TBD

June, 2019

June 4  Summer Institute – Certification Courses
Primo Banquet & Conference Center,
2615 National Ave., Indpls. 46227
• ADM113  Public Works Law & Administration
• ADM114  Construction Finance
• ADM112  School Law & Administrative Rules - Advanced
• HR120  Performance Evaluation

June 5

June 7  ISBA School Law Seminar
TBD

June 12  ISBA / IAPSS / IASBO
Joint Budget / Finance Seminar
TBD
Region 3
JORELL TUCKER
School Board President
Whitko CS

Region 5
EMMA CONWELL
Treasurer
North White Schools

ANGIE GINGERICH
Deputy Treasurer & Payroll
Maconaquah SC

KAREN PFLEDDERER
Deputy Treasurer/Sec.
North White Schools

Region 6
ALEXA D. REITER
HR / Payroll Specialist
Blackford County Schools

TINA SMITH
Deputy Treasurer
Fayette County Schools

BELINDA HEAD
Deputy Treasurer
Southwestern CSD of Shelby Co.

DR. ANGELA LEWIS
Principal
Wayne Twp., MSD of

ELIZABETH PAUL
Bookstore Mgr. / Treasurer
Washington Twp., MSD of

RYAN E. PRESTON
Chief Financial Officer
IN Education Employment Relations Board

JENNY HOOVER
Treasurer
Washington Twp., MSD of

SARAH E. SMITH
HR & Benefit Specialist
Danville CS

Region 9
GREG WALKER
Superintendent
Paoli CS

Region 10
PENNY SCHMELZ
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Meet Amanda Brackett
Chief Financial Officer
Lafayette, Indiana

Amanda Brackett worked her way through college and became the mother of two girls while she was in school. “I not only wanted to prove to myself I could graduate but I also wanted to show my girls that they could do anything they set their mind to,” Brackett says.

After graduating, she launched her career working in city government. “I was the deputy clerk-treasurer for a city of 10,000 residents. There were only three of us in the office so I was tasked with a little of everything. I really enjoyed the work, but didn’t care for the instability that politics brought,” Brackett explains.

She moved into a payroll position in a school district and worked her way up to assistant chief business officer. “In July 2015 the time was right both personally and professionally for me to move to Tippecanoe County and take over as the CFO for Tippecanoe School Corporation,” she says.

Tippecanoe School Corporation (TSC) employs 1,700 full-time workers and serves 13,524 students at 11 elementary schools, six middle schools, and two high schools. At 400 square miles, Tippecanoe is one of the largest counties in the state. “Our county, in general, is growing,” Brackett explains. “We have a strong Chamber of Commerce that actively recruits new manufacturing and industry to our county.” TSC enrollment has steadily grown year over year for several decades. “Families continue to move here for the community and great schools,” she says.

While Tippecanoe’s growth is certainly the sign of a healthy locality, it is not without challenge. “Due to our growth, one of our challenges is expanding our buildings to accommodate the enrollment. We have become very good at managing to find space within buildings that can be utilized for classrooms,” Brackett says.

With little experience juggling a multitude of large construction projects, Brackett found the task to be a learning experience. “My school board and superintendent support professional development needs and have allowed me to attend workshops to learn more about construction funding,” she says. Brackett has also tapped into her network of peers who have experience in construction projects. “Indiana ASBO has been a wonderful tool in both providing the professional development resources as well as my networking group.”

According to Brackett, membership in ASBO International has proven to be a great resource. “I have gleaned a lot of information such as federal budgetary forecasts, regulatory changes, tips from peers—I have even sent out questions to other ASBO members.” If Brackett needs examples of forms or documents, she is quick to refer to the peer-to-peer resources provided by ASBO International’s Global School Business Network. “The library we have at our fingertips is invaluable.”

According to Brackett, it’s the networking that is most beneficial: “It’s getting to interact with other members to see what challenges they face and how they are handling them. It’s asking them my questions and getting answers, advice, or just a ‘hang in there’.”
Reminder to Schools Using Federal Funds for Internet Connectivity

Schools using E-rate funds to pay for Internet access and other eligible services as defined by the Universal Service Administrative Company (USAC) which implements the E-rate funding program through the Federal Communication Commission (FCC) must certify compliance with the Children's Internet Protection Act (CIPA). This means the school is enforcing an internet safety policy that includes measures to block or filter internet access for both minors and adults to certain visual depictions. The basic CIPA requirements are outlined below. If there are questions about CIPA, the individual or organization used by a school to file for E-rate discounts should be consulted.

CIPA requirements include three items:
1. Internet Safety Policy
2. Technology Protection Measure
3. Public Notice and Hearing or Meeting

1. Internet Safety Policy

Schools and libraries are required to adopt and enforce an internet safety policy that includes a technology protection measure that protects against access by adults and minors to visual depictions that are obscene, child pornography, or - with respect to use of computers with internet access by minors - harmful to minors. "Minor" is defined as any individual who is under the age of 17. This internet safety policy must address all of the following:

- Access by minors to inappropriate matter on the internet and World Wide Web;
- The safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications;
- Unauthorized access including "hacking" and other unlawful activities by minors online;
- Unauthorized disclosure, use, and dissemination of personal information regarding minors; and
- Measures designed to restrict minors' access to materials harmful to minors.
- For schools, the policy must also include monitoring the online activities of minors. As of July 1, 2012, as part of their CIPA certification, schools also certify that their internet safety policies have been updated to provide for educating minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, cyberbullying awareness, and response.

2. Technology Protection Measure

A technology protection measure is a specific technology that blocks or filters internet access. CIPA uses the federal criminal definitions for obscenity and child pornography. The term "harmful to minors" is defined as "any picture, image, graphic image file, or other visual depiction that - (i) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (ii) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual
contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (iii) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors."

Decisions about what matter is inappropriate for minors are made by the local community. E-rate Program rules specify that "[a] determination regarding matter inappropriate for minors shall be made by the school board, local educational agency, library, or other authority responsible for making the determination."

3. Public Notice and Hearing or Meeting

The authority with responsibility for administration of the school must provide reasonable public notice and hold at least one public hearing or meeting to address a proposed technology protection measure and Internet safety policy. For private schools, public notice means notice to their appropriate constituent group.

Below is a list of the documentation that will be requested to demonstrate CIPA compliance during an audit. A school or library should retain copies of the documentation for each funding year where a CIPA certification is required. Note that documents must be retained for at least 10 years after the latter of the last day of the applicable funding year or the service delivery deadline for the funding request.

- A copy of the internet safety policy.
- Documentation that the school or library gave public notice and held a public hearing or meeting on the policy.
- For example, a school or library could demonstrate public notice with a copy of a website announcement for a regular school or library board meeting open to the public where the policy will be discussed, or an advertisement in a local newspaper of a county, government hearing or meeting where the policy appears as an agenda item. The school or library could also demonstrate that the hearing or meeting occurred with a copy of the minutes of the hearing or meeting and the date it occurred.
- Since 2011, entities have been required, at a minimum, to keep some record of when public notice was provided and when the hearing or meeting took place (e.g., a copy of the meeting agenda or a newspaper article announcing the hearing or meeting).
- Documentation of the adoption of the policy - for example, approval in the minutes of the hearing or meeting, or documented adoption by a school or library board.
- A description of the filter.
- A report or other documentation on the use of the filter.
- The documentation should show that the filter was installed and was working during the funding year. For example, a school that purchased filtered internet access could archive a sampling of reports from the service provider of internet sites blocked, or bills from the service provider verifying that the filter was operational. If a school purchased its own filter, it could archive logs produced by its IT staff showing the hours the filter was engaged.
- Copies of the FCC Form 479 and/or FCC Forms 486, as applicable.
SCHOOL FISCAL INDICATORS RELEASED

The School Fiscal Indicators Committee has approved the initial fiscal indicators for Indiana’s school corporations. The committee, which included David Holt as IASBO’s representative, met several times in the past few months discussing numerous indicators. The committee was a very open process where several IASBO members testified emphasizing that each school corporation had their specific story to tell regarding their fiscal health.

The 8 Fiscal Indicators approved by the committee are as follows:

**Average Daily Membership (“ADM”)**
Average Daily Membership (“ADM) is the number of eligible students enrolled in a school corporation on a particular day (“count day”) designated by the State Board of Education. ADM is utilized in the State funding formula to determine the amount of tuition support that the State of Indiana will provide to the school corporation. Increasing or decreasing ADM will impact the amount of funding available to the school corporation.

**Fund Balances**
Fund balances as of December of the calendar year listed.
Select Funds to Include:
- General Fund
- Rainy Day Fund
- Operational Funds
- Other Local Funds
- All Other Funds

**Annual Deficit/Surplus**
This indicator provides a comparison of revenue to expenditures on a calendar year basis, including whether the school corporation had an operating deficit or surplus for that year. Fund balance is also included to assist in identifying situations in which the school corporation utilized existing fund balances to fund expenditures.
Select Funds to Include:
- General Fund
- Rainy Day Fund
- Operational Funds
- Other Local Funds
- All Other Funds

**Fund Balances as Percent of Expenditures**
This indicator considers the ability of the school corporation to maintain operations in the event of delays in revenue by utilizing existing fund balances to fund operations.
Select Funds to Include:
- General Fund
- Rainy Day Fund
- Operational Funds

**Tuition Support per ADM as compared to General Fund Expenditures per ADM**
Tuition support is the largest revenue source for a school corporations General Fund, the fund through which the majority of academic programming is funded in addition to other operational expenditures. This indicator considers whether the school corporation’s expenditures are consistent with or differ from funding received on a per student basis.

**Revenue by Type**
Local tax revenue includes property tax, income tax and other taxes as applicable. Other local revenue will include revenue sources such as rental income and sale of property. Debt revenue includes bond and loan proceeds. State revenue includes tuition support and other grants received from the State. Federal revenue includes grant funding received from the Federal government.
Select Funds to Include:
- General Fund
- Rainy Day Fund
- Operational Funds
- Other Local Funds
- All Other Funds

continued on page 15
Operating Referendum Revenue as
Percent of Total Revenue

For those school corporations that have successfully obtained a referendum, this indicator provides data on the importance of the referendum revenue to the school corporation’s revenue picture.

Select Funds to Include in Total Revenue:
√ General Fund
√ Rainy Day Fund
√ Operational Funds
√ Other Local Funds
√ All Other Funds

General Fund Salaries and Benefits as Percent of General Fund Expenditures

Salaries and benefits typically are the largest expenditures within the General Fund. This indicator shows the percentage of the General Fund that is dedicated to salaries and benefits.

Human Resources Seminar - November 13, 2018
Primo Banquet Hall & Conference Center, 2615 National Ave., Indpls. 46227

AGENDA

8:30 a.m.  Registration

9:00 a.m.  Public Access Counselor Complaints / School Obligations Under the IAPRA
Emma Jay, Associate, Lewis Kappes
Andrew Manna, Partner, Church, Church, Hittle + Antrim

9:45 a.m.  Educating Employees About Benefits
Amber Fisher, Director of Benefits / Insurance Administration, Evansville Vanderburgh School Corporation
Megan Garton, Indiana State Manager, American Fidelity
Monica Schermier Pritz, Health Care Consultant, American Fidelity
Bob Turner, Financial Professional, AXA Advisors, LLC Indiana

10:30 a.m.  Break

10:45 a.m.  Educating Employees About Benefits (cont’d.)

11:45 a.m.  Lunch

12:45 p.m.  Job Descriptions
Jill Britt, Director of Human Resources, Franklin Township Community School Corporation
Jon Mayes, Partner, Bose, McKinney, & Evans

1:45 p.m.  RIF Guidance
Susan Traynor Chastain, Director, Lewis Kappes
Amy Matthews, Partner, Church, Church, Hittle + Antrim

2:45 p.m.  Final Thoughts

3:00 p.m.  Adjourn
Join Denny Costerison for a day of exploring how the legislative process works and the key legislative players serving Indiana constituents. Bring your walking shoes for an afternoon tour of the State House.

AGENDA

8:30 am.  Registration

9:00 a.m.  The Legislative Process
Denny Costerison. Executive Director, IASBO
- Understanding the Legislative Process
- How a Bill Becomes Law: From an Idea to the Governor’s Desk
- Who are the Key Legislative Players?
- How to Approach a Legislator & Get Your Points Across
- How to Keep Informed
- 20 Bullets of Lobbying

10:15 a.m.  Break

10:30 a.m.  Continuation of the Legislative Process

11:00 a.m.  The Impact of the 2018 Elections on the 2019 General Assembly
- The Aftermath of Organizational Day
- The IASBO 2019 Legislative Resolutions

Noon    Lunch

1:00 p.m.  Tour of the State Capitol
- Participants will tour all floors of the State House, including committee rooms, galleries, and House & Senate Chambers. Denny will provide commentary on the various locations within the State House.

3:00 p.m.  Adjourn
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