

ALASBO News Link...



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is published for the members of the Alaska
Association of School Business Officials
and its affiliate members.

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*Would you like to receive this newsletter in print,
rather than e-mail? Send a message to Amy Lujan at
the above address.*

President's Message

Cassee Olin, Sitka School District



It's hard to believe that the ALASBO Annual Conference is less than a month away. It seems amazing to me that a year can go by so quickly. As I was reviewing the Schedule-at-a-Glance and deciding what sessions I plan to attend, I remembered last year at this time, when I was thankful that the conference booklet was complete and on the way to the printer. It has been an amazing opportunity to be president of ALASBO this year.

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At the various conferences and functions I've attended in that role, I'm always proud to share about our organization and state. We have a remarkable group of members who are well respected around the nation.

"We're All In This Together" is the theme for the 46th annual conference, which will be held December 1-5, 2018, at the Hotel Captain Cook in Anchorage. Registration is available now from the Events page of our website, www.alasbo.org. The annual conference is "must-attend" for school business officials. Don't miss out on the great professional development opportunities we have planned.

This year, we're excited to introduce a new program, the New Business Manager Institute (NBMI), which will be launched on Saturday, December 1. This program is adapted from a successful program that has been offered for nine years by Oregon ASBO. The curriculum runs 2-3 years and will be facilitated by seasoned Alaskan school business officials. The enthusiasm from volunteers to work on this program is a real gift to the Alaskan education community. Our recent retirees and veteran professionals want to keep on giving back to the profession they believe in!

On Sunday, December 2, NBMI participants will join other attendees at the all-day School Business Academy, where essential topics are covered in-depth. This provides an opportunity for those new to the profession to learn from seasoned school business leaders in order to get started on the right foot. Also during this popular Sunday pre-conference day, a variety of other in-depth half-day sessions are offered.

The General Sessions each day provide a chance for all members to learn about timely topics and benefit from the larger view of other perspectives. This year, we are fortunate to have three outstanding presenters: John Sedor, on Monday, December 3, to provide us with his take on current school business topics and the law; Josh Peach, founder of BeAuSm and Dude Solutions Evangelist, with a message about effective teamwork and getting your job done while enjoying life at the same time on Tuesday; and finally Wednesday's General Session will feature Nick Hanson, "The Eskimo Ninja" featured on American Ninja Warrior, who will share his unique Alaskan story.

During the main conference days, we have a full menu of training sessions planned to help you be

more effective on the job all year long. In addition to the Monday trade show, we've added a Technology Showcase on Tuesday, for a chance to go in-depth with technology solutions vendors.

I hope to see everyone at the conference!

Nick Hanson, the Eskimo Ninja

We are excited to have the Eskimo Ninja himself as our Wednesday keynote speaker! Nick gives us a preview:

My name is Nick Iligutchiak Hanson. I am an Inupiaq Eskimo from the village of Unalakleet,



Alaska. You may know me as The Eskimo Ninja after competing on the Emmy Nominated TV show American Ninja Warrior for the past 4 seasons. What you may not know is that it was an 8th grader who motivated me to tryout. As an athlete in my village, I have seen many of my peers fall victim to the struggles of addiction. Leading by example and traveling across the U.S., I have made it my goal in life to motivate and teach young people how to overcome the pressures, make positive-healthy choices, and lead their generation to know who they are.

Check out the Eskimo Ninja on Facebook and youtube!

Executive Director's Message

Amy Lujan, Executive Director

Autumn leaves have fallen, there's snow on the ground in many parts of the state and we're just weeks away from **the 46th ALASBO Annual Conference**.

It's not too late to register! Also, if you'd like to add one of our fantastic pre-conference sessions, please feel free to contact me about that, or with any other questions you may have. It's shaping up to be another great conference!

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ALASBO fall activities included the **ASBO international conference** in Florida. Please read Reena Voivedich's article for a recap of some of the activities we experienced there. Also, there have been MANY teleconference to prepare the new **NBMI program – the New Business Manager Institute**, to be launched on December 1, which is also covered in a separate article.

Another project that required the work of an ALASBO Ad Hoc Committee was review of the accounting for **DCR Forfeitures**. With the late announcement of DCR credits from the Department of Administration, it appeared that the accounting for these amounts varied widely. We were concerned that if districts accounted for the credits differently, our financial statements would be inconsistent across the state, which could affect our credibility among education stakeholders, including legislators.

An ALASBO Ad Hoc Committee reviewed the forfeitures issue and determined that districts were following guidance from various accounting agencies that would result in accounting discrepancies. There was no written guidance from GASB, the ultimate authority. Presented with the findings of the ALASBO committee, the Department of Education and Early Development was able to offer clear guidance to resolve the issue. As in the past with our work on the state Chart of Accounts, ALASBO was able to work with DEED to find a practical solution and to keep our accounts in order! We are fortunate to have a strong working relationship with our colleagues at the state Department of Education and Early Development, which is somewhat unusual when compared to other states.

The **Executive Director Transition Team** is now interviewing applicants! If others are interested, the job posting is still available on the ALASBO website. I plan to complete my ten years of service as ED in December or shortly thereafter, as discussed in recent newsletter. Note that this is a part-time, contractor position.

If you have questions about any ALASBO program, please do not hesitate to contact me at alasbo@gci.net, or 907-723-7415. You'll also find useful information, including past presentations and recordings of Power Lunches at www.alasbo.org. For additional information and events registration, navigate to our Events page!

BeAuSm

How can one prepare for an annual conference keynote presentation by Dude Solutions Evangelist Josh Peach?

Well, you should probably become familiar with Josh's new website, www.beausm.com. From the site, you can learn about Josh's new project, listen to podcasts, and even purchase BeAuSm shirts, with part of every purchase going to charities supporting homeless and foster children. Just prior to the conference, Josh will be presenting a \$1,000 check to the Fairbanks Youth Advocates!

So, if you haven't figured it out, Josh will be helping us all to Be Awesome!



ALASBO New Business Manager Institute (NBMI)

Melody Douglas, Associate Executive Director and Honorary Member

ALASBO is pleased to launch a new program, the New Business Manager Institute (NBMI) on Saturday, December 1, just ahead of ALASBO's 46th Annual Conference!



An intensive training program of this type is one envisioned for many years. To implement this program, we are not reinventing the wheel, but instead we're adapting the curriculum used by Oregon ASBO for the past nine years. Further, we're drawing on the expertise of a dedicated group of recently retired and senior school business officials who want to continue to "give back" to their profession by assisting with implementation of this program. Additional

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volunteers from among our members will support the program as mentors.

The target audience for this program is:

- New school business managers, including those new to Alaska (< 3 years)
- Those aspiring to school business manager positions within 1-3 years

Over a period of 2-3 years, the program will cover:

- Managing School Finance (year 1)
- Managing Yourself (year 1)
- Managing People
- Risk Management
- Human Resource Management
- Facilities Manager
- Other Ancillary Services
- Prep for the ASBO School Finance and Operations (SFO) certification exam

The NBMI is a significant time commitment! The program includes:

- Full-day kick-off session on Saturday, December 1 in Anchorage
- Full-day School Business Academy on Sunday, December 2
- Teleconferences twice per month to introduce curriculum and review activity assignments, with an estimated time commitment of 2-4 hours a week
- In-person meetings twice/year during the three years, scheduled in conjunction with ALASBO's July and December conferences

For those starting out as school business managers but not able to make the commitment to NBMI, the full-day School Business Academy (SBA) on Sunday, December 2 is also a stand-alone option.

We are hopeful that the New Business Manager Institute will fill a long-recognized need for additional support and training in our profession! Thanks to those team members who've already contributed significant time and effort to this project.

Send us your pictures – anytime you're traveling around the district, take a photo for the ALASBO annual meeting slideshow!

Send them to:
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ASBO International Conference

Reena Voivedich, Denali Borough School District

My sincerest appreciation to ALASBO's Award Committee, for selecting me as this year's Lowell "Tom" Freeman Professional Development Grant recipient to attend 2018 ASBO Annual Meeting and Expo. I would also like to thank CORE, Inc. for your continued sponsorship.

There were numerous interesting and informative workshops that were offered at ASBO. On Friday, I attended a Technology, Law, and Schools: Emerging Issues presentation by Charles Russo (JD, Ed. D). Mr. Russo discussed the impact of social media to our students and classrooms. He suggested to regularly review and revise our policies and procedures to ensure that they are still consistent and effective with fast evolving technology, laws, and regulations. This topic was of particular interest to me as my school district is working on internet filtering to enhance online security for our schools and students.

The first general session was on Saturday. Sally Hogshead was the keynote speaker and she shared some inspirational insights and the "Fascination Advantage Assessment".

This personality tool illustrates how people perceive you, how you do things better, and how you add value to your organization. I shared this with my colleagues at home and they were amused by the results. We compared and talked about our results for a little while. One of them even said that it was a good ice breaker.



On Saturday afternoon, I attended the Every Student Succeeds Act (ESSA) new reporting requirement class. Presenters Sharie Lewis and Noelle Ng provided references and guidelines on how school districts must comply and break-out per-pupil spending at the school level. The sample documents from other school districts have been very useful in creating our District's resources distribution document. After this workshop, I also attended the Healthcare Reform class presented by Jessica Fier and Chris Cuevas of American Fidelity. They discussed the current state of the Cadillac Tax, ACA reporting, and medical savings plans. Cadillac tax implementation is not repealed but delayed until 2022 by tax reform legislation.

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Many employers such as school districts will be impacted as group health plan costs continue to rise. ACA reporting remains mandatory and employers must still comply with IRS reporting requirements, on Forms 1094-C and 1095-C. This is a good reminder to review how we track and report our data accurately and also review IRS enforcements and guidance on a regular basis.

Colonel Arthur J. Athens, USMC (Ret.) was the keynote speaker for the second general session on Sunday. He had a very encouraging message on the fulcrum (the point upon which a lever pivots) of leadership, selfless versus selfish leaders. No matter how challenging our jobs get, when we work with or for selfless leaders who consider others more important than themselves and look after the interests of others ahead of their own, everything is better. We are more enthusiastic to expand our skills, we want to learn more, and we feel that our job is more rewarding and satisfying.

Our ALASBO group and guests had a night out to Sleuths Mystery Dinner Show sponsored by American Fidelity on Sunday evening. Everyone participated in solving the crime and uncovered some clues. Two ALASBO members (Melody Douglas and myself) guessed the actual criminal. It was a night full of fun and laughter!

I attended two discussion groups on Monday morning. The 360 Degree Leader: Creating a Positive Leadership Culture and Words Matter-Guiding Principles for Difficult Conversations. The presenters did a great job sharing their own professional experiences on what qualities and characteristics make an effective leader and what impact does it make to create a positive and inspiring workplace culture despite the challenges of our day-to-day work.

I have gained invaluable experience and knowledge and became part of an amazing group of people who have your back in every situation you encounter in the school business world. Another important thing during this conference is that I have formed new relationships, as well as strengthened existing ones.



How to Fascinate

Amy Lujan, Executive Director

How would you rate yourself on these questions:

- Are you a better driver than most other people? (80% say yes)
- Are you better looking than most other people? (60% say yes)
- Are you more intelligent than most other people? (90% say yes)
- Are you more fascinating than most other people? (only 39% say yes)

ASBO International keynote speaker Sally Hogshead finds the above results very interesting. Most people rate themselves above average on the first three questions, but below average on the last one. The last question, about being “more fascinating” is a proxy for asking if the person sees him/herself as interesting, and feels “heard” by others. But wouldn’t we all be fascinating if we maximized our personal strengths?



Hogshead was intrigued by a human tendency to hide our strengths and conform. Why don’t we want to fascinate, like the peacock showing its feathers or the lion with the loudest roar?

Does thinking about strengths lead us to focusing on weaknesses? How can identifying our own personal strengths enable us to add value as unique individuals?

Research shows that high performers have the following in common:

- 1) They’re admired for a specific skill – for example, seeing the big picture; or being detail-oriented
- 2) They use their unique skill to add value

This research suggests that rather than trying to change who we are, we may become more successful by focusing on being more of who we are and maximizing what we’re good at. We won’t be good at everything, but we can each be extraordinary at some things, and in those areas we can make a big difference to the world. It’s like determining your personal brand and making the most of it!

The **Fascination Advantage Assessment** measures how the world sees us, as opposed to

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how we see the world, as with Myers Briggs and other assessments. This 28-question assessment helps you identify your areas of strength and flow, identifying primary and secondary advantages (7 possible), along with a personality archetype (49 possible). In my case, the test revealed the following:

- **Primary Advantage: Trust** – I'm dependable and consistent
- **Secondary Advantage: Prestige** – I have high standards and earn respect
- **Archetype: The Diplomat** – I'm a thoughtful and deliberate leader; other adjectives for this archetype include: levelheaded; subtle; capable; impeccable; prudent; I don't like surprises or being put on the spot, since I like to think things through
- **Dormant Advantage: Mystique** – I'll find it exhausting to operate in situations that require withholding information, because I'm straightforward and open

Overall, I felt that the above describes my brand pretty well! Moreover, I had a lot in common with other school business officials at the ASBO conference who had also taken the assessment. In that group, Hogshead noted that we were 61% more likely than average to have Trust as a primary or secondary advantage. We were also 81% more likely than average to have Alert as a primary or secondary advantage, which is summarized as "you prevent problems with care". Prestige was also above average in our group.

Trust, Alert and Prestige seem to be good advantages for school business officials! We are less likely to be known for Innovation (below average in the ASBO group), Power, Mystique or Passion, although there were individuals who had each of these as primary or secondary advantages. Hogshead notes that it's extremely beneficial to teams to have many of the advantages and archetypes represented, though some people with different advantages may find it uncomfortable working together. The key, as always, is to find ways to make best use of each individual's advantages in a team setting.

Are you interested in finding out the advantages and archetypes of you and your team? You can take an express version of the Fascination Advantage Assessment here: howtofascinate.com/YOU; code: ASBOShare



Did You Miss the ASBO International Conference?

Good news – you can access recordings and handouts of 154 conference sessions through the Global School Business Network! Log into GSBN at www.asbointl.org/network.

All ALASBO members should have login access to the GSBN. If you've lost track of your login information, contact Executive Director Amy Lujan.

ALASBO



Member Spotlight

Liz Hayes, Kenai Peninsula Borough School District

Tell us about your school district

The Kenai Peninsula Borough School District is roughly 25,600 square miles in size, serving 43 schools in 21 communities. Our communities are culturally diverse, including three native communities, and four Russian-speaking communities. We have urban schools as well as truly remote, with some locations accessible only by air or boat.

How long have you been in school business?

I've worked for seventeen years in the business office. I'm starting my twentieth year with KPBSD.

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How did you get into this business?

I started my career with KPBSD as a temporary hire in 1999, and then as a records clerk for the homeschool program. In November of 2001, I was hire as an accounts payable clerk in the finance department. I took on various jobs in the department until December of 2016, when I was promoted to the Director of Finance.



What do you like best about your job?

The best part of my job is my colleagues. Working on team that I consider as family, is a bonus!

What advice do you have for those new to school business?

The best advice that I can provide to someone new to school business is to be patient, and ask many questions. Do not reinvent the wheel; there are a lot of resources and people to help you be successful.

How have you benefited from membership in ALASBO?

The professional development opportunities have helped me tremendously throughout my career in school business. The collaboration with others, either through committee work, or tackling an issue that affects all school business officials is one of the many benefits of being an ALASBO member. I encourage others to take full advantage of ALASBO and all that it has to offer.

What do you like to do for fun?

I tend to be the outdoor type – camping, fishing, biking, hiking, four wheeling, and snow machining.

If you could visit any place in the world, where would you go and why?

Many places come to mind, but one area that is next on my list is the Florida Keys. Sand, ocean and warm breezes; what could be better?

Tell us something about yourself that most people don't know?

I was born in Seward Alaska. I have lived on the Kenai Peninsula for most of my life, mainly in Soldotna and Kenai.

What is your proudest accomplishment?

Finishing my bachelor's degree. It is always hard to go back to school after taking several years off; however, this was the best decision I have ever made.

3rd Annual: ALASBO Ugly Holiday Sweater Contest!



Yes, we'll do it again! Wear that lovely sweater or vest to the **Tuesday conference banquet** for a chance to win a fabulous prize!

Power Lunch Schedule

11 AM to noon, via teleconference;
call 605-472-5814, code 533-330-891

Nov 20 1099 and W2 Reporting

See Power Lunch page on website for documents and audio from prior month sessions and latest scheduled topics!

Alaska K-12 Funding Overview

Several months ago, ALASBO received a request to contribute a chapter to a book covering all 50 states, and their approaches to K-12 funding. After review of the draft by several experienced colleagues, Executive Director Amy Lujan submitted the Alaska chapter for publication this fall.

This document provides a historical overview as well as a listing of current issues, and it will be a helpful document. Review the "Alaska K-12 State Funding Overview" on our website, www.alasbo.org - go to Resources – Information Library – Other Downloads.

ALASBO 2018 Liaison and Mentor Assignments

Liaison/Mentor match-up's are a two-way street; contact your match today!

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Upcoming Events

- *ALASBO Annual Conference, Anchorage, AK, December 1-5*
- *ASBO Executive Leadership Forum, February 14-16, 2019, San Diego, CA*
- *ACSA Legislative Fly-In, Juneau, AK, March 24-27, 2019*



ALASBO members at ASBO International conference strike Fascinating poses!