Alaska Association of School Business Officials
Forty-Ninth Annual Conference

“Together Towards Tomorrow”
December 2-8, 2021
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<th>PHONE #: __________________________</th>
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Welcome to ALASBO’s 49th Annual Conference!
“Together Towards Tomorrow”
Held virtually December 2 — December 8, 2021

Welcome ALASBO!

Wow, where has the time gone? I remember a conversation I had with a couple of dear friends and colleagues about accepting the nomination for the presidential track. I recall taking several weeks and many conversations before I was able to decide. I think my biggest hesitation was the additional workload and whether I was the “right” choice for this role. Well, after three (3) years, the only question I can answer is I could handle the additional workload and as far as the second question, the jury is still out.

None of this would be possible without a lot of help. I would like to say thanks to the Kenai Peninsula Borough School District (KPBSD) Finance Department, Liz Hayes and Dave Jones and the KPBSD Leadership Team for their support during this venture. I would also like to thank the ALASBO Board of Directors for all their work behind the scenes. We cannot do this work without supervision and guidance, so a sincere and wholehearted thank you Darcy Carter, Melody Douglas and Jennifer Schmitz. These three work tirelessly to provide Professional Development opportunities to ALASBO members as well as our affiliate partners around the state.

I also need to recognize all the presenters and vendors that have agreed to present/moderate our upcoming sessions at our 2021 Virtual Annual Conference. I also want to acknowledge all the vendors that continue to support ALASBO in our efforts to providing professional development opportunities to our membership. Without any of these groups being involved, ALASBO would not be where or who it is without their continued support and commitment, so let’s give a HUGE round of applause for all.

Our 2021 Virtual Annual Conference has a great lineup of educational opportunities. Here is a sneak peek of some highlights: Keynote Speakers Holly Brooks and Clint Campion, Sectionals on Legislative Updates, Payroll- Tips, Tricks and Ideas, Professional PowerPoints™, Best Practices for DRB E-Reporting and Discussion Groups for Purchasing, Successful Staff Meetings, and 1099s, W4s and W2s. I am hopeful that you will take what you learn at our Annual Conference back to your district so that it may assist with making changes, if needed.

I have thoroughly enjoyed these past three (3) years. It has been an honor and privilege to serve as your President. I am confident that we will be well served by those stepping into this leadership role. I encourage you to get involved as it is well worth the time and energy.

“Together Towards Tomorrow” is something that ALASBO has been doing for 40+ years and will continue to do into the future.

Jimmy Love
Jimmy Love
President
Alaska Association of School Business Officials (ALASBO)

Mission
To promote the highest standards in school business practices.

Vision
Educating stakeholders in the effective use of resources for the benefit of Alaska's children.

Values
- Ethical standards
- Sharing knowledge and expertise
- Advancing the interests of all members
- Accurate, objective, consistent information
- Collegiality
- Efficiency
- Collaboration

—Adopted October, 2009

The ALASBO Board of Directors will be developing a new Strategic Plan post-COVID-19.

The draft document will be presented to the membership for input.
49th Annual Conference
“Together Towards Tomorrow”
CONFERENCE INFORMATION

VENDOR EXHIBITS
Suppliers of school related materials and services will be featured in the Virtual Exhibit Hall. Take the opportunity to visit all the vendors on Monday, December 6th from 10:30 to 12:45 p.m. A separate email will be sent containing links to the booths.

LOWELL T. FREEMAN PROFESSIONAL DEVELOPMENT GRANT
An application for the $2,000 Professional Development Grant sponsored by CORE, Inc., to attend the ASBO International Annual Conference, September 14-17, 2022, in Portland, Oregon will be sent via email. Note that on several occasions only one application has been received for this grant.

EVALUATION
The conference evaluation will be done online! The link will be sent to you via email after the conference. Please take a few minutes to complete the surveys so we can continue to improve our programs.
# ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

## 2021 BOARD OF DIRECTORS

### President:
**Jimmy Love**, Accountant  
Kenai Peninsula Borough School District  
148 N. Binkley Street  
Soldotna, AK 99669  
Ph: 907-714-8850  
Email: jlove@kpbsd.k12.ak.us

### President Elect:
**Andy Ratliff**, Senior Director, Office of Management and Budget  
Anchorage School District  
5530 E. Northern Lights Blvd  
Anchorage, AK 99504  
Ph: 907-742-4330  
Email: ratliff_andrew@asdk12.org

### Immediate Past President:
**Karen Morrison**, Business Manager  
Petersburg City School District  
PO Box 289  
Petersburg, AK 99833  
Ph: 977-526-7656 x102  
Email: business@pcsd.us

### Executive Director: (Ex-Officio)
**Darcy Carter**, Executive Director  
600 Barrow St, #603  
Anchorage, AK 99501  
Ph: 907-744-0719  
Email: darcy.carter@alasbo.org

### Secretary:
**Yodean Armour**, Business Manager  
Denali Borough School District  
PO Box 9  
Klawock, AK 99925  
Ph: 907-755-2220  
Email: yodean.armour@klawockschool.com

### Treasurer:
**Cassee Olin**, Director of Administrative Services  
Juneau School District  
1208 Glacier Ave  
Juneau, AK 99801  
Ph: 907-523-1770  
Email: cassee.olin@juneauschools.org  
*Cassee Olin was appointed to replace long serving Treasurer Kim Johnson on July 1, 2021*

### DIRECTORS (Two Year Term)

#### Seat A  
December 2022  
**Phil Hulett**, Business Manager  
Dillingham City School District  
PO Box 170  
Dillingham, AK 99576  
Ph: 907-842-6711  
Email: phulett@digsd.org

#### Seat B  
December 2022  
**Megan Williams**, Director of Administrative Services  
Northwest Arctic Borough School District  
PO Box 51  
Kotzebue, AK 99752  
Ph: 907-442-1819  
Email: mlwilliams@nwarctic.org

#### Seat C  
December 2022  
**Alenita Danner**, School Finance Specialist  
Department of Education & Early Development  
801 W 10th Street  
Juneau, AK 99811  
Ph: 907-465-2890  
Email: Alenita.danner@alaska.gov

#### Seat D  
December 2021  
**Heather Heineken**, Chief Financial Officer  
Yukon-Koyukuk School District  
4762 Old Airport Way  
Fairbanks, AK 99709  
Ph: 907-374-9454  
Email: hheineken@yksd.com

#### Seat E  
December 2021  
**Sandy Daws**, Chief Financial Officer  
Kodiak Island Borough School District  
722 Mill Bay Road  
Kodiak, AK 99671  
Ph: 907-486-7557  
Email: sdaws01@kibsd.org

#### Seat F  
December 2021  
**Andrew Leavitt**, Director of Budget and Finance  
Lower Yukon School District  
PO Box 32089  
Mountain Village, AK 99632  
Ph: 907-591-2411  
Email: aleavitt@lysd.org

A complete listing of past Board members is available at www.alasbo.org, on the “About-Board of Directors” page
## ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS
### COMMITTEES ~ 2021

<table>
<thead>
<tr>
<th>Members Name</th>
<th>School District</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Audit Committee</strong></td>
<td>Reviews and recommends approval of financial reports prepared by a CPA firm for Alaska</td>
</tr>
<tr>
<td>Reena Voivedich, Chair</td>
<td>Denail Borough School District</td>
</tr>
<tr>
<td>Sandy Daws</td>
<td>Kodiak Island Borough School District</td>
</tr>
<tr>
<td>Cassee Olin</td>
<td>Juneau School District</td>
</tr>
<tr>
<td>Amy Stevenson</td>
<td>Hoonah School District</td>
</tr>
<tr>
<td><strong>Awards Committee</strong></td>
<td>Selects recipients of ALASBO administered grants and scholarships</td>
</tr>
<tr>
<td>Liz Hayes, Chair</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Holly Holman</td>
<td>Honorary Member</td>
</tr>
<tr>
<td>Teri Hoover</td>
<td>Southeast Regional Resource Center</td>
</tr>
<tr>
<td>Faith Link</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Antonia Moses</td>
<td>Kashunamuit School District</td>
</tr>
<tr>
<td>Dennis Neidermeyer</td>
<td>Honorary Member</td>
</tr>
<tr>
<td>Robin Robinson</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Ashley Scott</td>
<td>Annette Island School District</td>
</tr>
<tr>
<td><strong>Bylaws Committee</strong></td>
<td>Reviews and modifies the ALASBO Bylaws as appropriate in accordance with Bylaws Article IX</td>
</tr>
<tr>
<td>Heather Heineken, Chair</td>
<td>Yukon-Koyukuk School District</td>
</tr>
<tr>
<td>Yodean Armour</td>
<td>Klawock City School District</td>
</tr>
<tr>
<td>Teri Hoover</td>
<td>Southeast Regional Resource Center</td>
</tr>
<tr>
<td>Tammy White</td>
<td>Honorary Member</td>
</tr>
</tbody>
</table>
## Committees ~ 2021

### Legislative Committee~ Coordinates ALASBO's legislative activities.

<table>
<thead>
<tr>
<th>Members Name</th>
<th>School District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cassee Olin, Chair</td>
<td>Juneau School District</td>
</tr>
<tr>
<td>Darcy Carter</td>
<td>Executive Director, ALASBO</td>
</tr>
<tr>
<td>Melody Douglas</td>
<td>Associate Executive Director, ALASBO</td>
</tr>
<tr>
<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Amy Lujan</td>
<td>Legislative Liaison, ALASBO</td>
</tr>
<tr>
<td>David Means</td>
<td>Legislative Data Analyst, ALASBO</td>
</tr>
<tr>
<td>Karen Morrison</td>
<td>Petersburg School District</td>
</tr>
</tbody>
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**NOTE:** The Legislative Committee is determined by ALASBO Policy

### Nominations Committee~ Recommends a slate of officers to the membership for a vote at the annual meeting.

<table>
<thead>
<tr>
<th>Members Name</th>
<th>School District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karen Morrison, Chair</td>
<td>Petersburg School District</td>
</tr>
<tr>
<td>Holly Holman</td>
<td>Honorary Member</td>
</tr>
<tr>
<td>Cassee Olin</td>
<td>Juneau School District</td>
</tr>
<tr>
<td>Mark Vink</td>
<td>Bering Strait School District</td>
</tr>
<tr>
<td>Tammy White</td>
<td>Honorary Member</td>
</tr>
</tbody>
</table>

**NOTE:** The Nominations Committee is determined by the By-laws

### Professional Development Committee~ Develops training opportunities for ALASBO membership

<table>
<thead>
<tr>
<th>Members Name</th>
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</thead>
<tbody>
<tr>
<td>Andy Ratliff, Chair</td>
<td>Anchorage School District</td>
</tr>
<tr>
<td>Yodean Armour</td>
<td>Klawock City School District</td>
</tr>
<tr>
<td>Darcy Carter</td>
<td>Executive Director, ALASBO</td>
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<tr>
<td>Melody Douglas</td>
<td>Associate Executive Director, ALASBO</td>
</tr>
<tr>
<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Karen Morrison</td>
<td>Petersburg City School District</td>
</tr>
<tr>
<td>Jenny Myhand</td>
<td>Lake &amp; Peninsula School District (January-June 2021)</td>
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## ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

### COMMITTEES ~ 2021

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</thead>
<tbody>
<tr>
<td><strong>Services Committee~ Oversees the slideshow, works with the Historian and provides support for conferences</strong></td>
<td></td>
</tr>
<tr>
<td>Yodean Armour, Chair</td>
<td>Klawock City School District</td>
</tr>
<tr>
<td>Darcy Carter</td>
<td>Executive Director, ALASBO</td>
</tr>
<tr>
<td>Mary Demoski</td>
<td>Galena School District</td>
</tr>
<tr>
<td>Jenny Myhand</td>
<td>Lake &amp; Peninsula School District (January-June 2021)</td>
</tr>
<tr>
<td>Amy Stevenson</td>
<td>Hoonah City School District</td>
</tr>
<tr>
<td><strong>Sponsorship Committee~ Establishes fundraising criteria and implementation plan</strong></td>
<td></td>
</tr>
<tr>
<td>Darcy Carter, Chair</td>
<td>Executive Director, ALASBO</td>
</tr>
<tr>
<td>Melody Douglas</td>
<td>Associate Executive Director, ALASBO</td>
</tr>
<tr>
<td><strong>Education Funding Work Group~ Supports the Legislative Committee re: current legislative matters</strong></td>
<td></td>
</tr>
<tr>
<td>Amy Lujan, Chair</td>
<td>Legislative Liaison, ALASBO</td>
</tr>
<tr>
<td>Jim Anderson</td>
<td>Anchorage School District</td>
</tr>
<tr>
<td>Darcy Carter</td>
<td>Executive Director, ALASBO</td>
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<tr>
<td>Andy Degraw</td>
<td>Fairbanks North Star Borough School District</td>
</tr>
<tr>
<td>Melody Douglas</td>
<td>Associate Executive Director, ALASBO</td>
</tr>
<tr>
<td>Luke Fulp</td>
<td>Matanuska-Susitna Borough School District</td>
</tr>
<tr>
<td>Liz Hayes</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>Heather Heineken</td>
<td>Yukon-Koyukuk School District</td>
</tr>
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<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
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<tr>
<td>David Means</td>
<td>Legislative Data Analyst, ALASBO</td>
</tr>
<tr>
<td>Karen Morrison</td>
<td>Petersburg City School District</td>
</tr>
<tr>
<td>David Nielson</td>
<td>Aleutians East Borough School District</td>
</tr>
<tr>
<td>Cassee Olin</td>
<td>Sitka School District</td>
</tr>
<tr>
<td>Katie Parrott</td>
<td>Ketchikan Gateway Borough School District</td>
</tr>
<tr>
<td>Andy Ratliff</td>
<td>Anchorage School District</td>
</tr>
<tr>
<td>Lucienne Smith</td>
<td>Honorary Member</td>
</tr>
<tr>
<td>Mark Vink</td>
<td>Bering Strait School District</td>
</tr>
<tr>
<td>Tammy White</td>
<td>Honorary Member</td>
</tr>
</tbody>
</table>
School Business Official of the Year Award – Nominations are accepted each fall for this prestigious award, sponsored by GCI. The recipient is selected by a committee made up of past recipients of the award.

GCI is proud to sponsor

ALASBO's

School Business Official of the Year Award

Congratulations to all past recipients:

1999  Dennis Niedermeyer  Lake & Peninsula School District
2000  Isabelle Harrington  Iditarod Area Schools
2001  Clara Langton  Nome Public Schools
2002  Lucienne Smith  North Slope Borough School District
2003  Tammy White  Yukon-Koyukuk School District
2004  Braxton “Eddy” Jeans  AK State Dept. of Education and Early Development
2005  Loreen Kramer  Copper River School District
2006  Kerry Jarrell  Bering Strait School District
2007  Melody Douglas  Kenai Peninsula Borough School District
2008  Laura Hylton  Lake & Peninsula School District
2009  Janet Stokesbary  Anchorage School District
2010  René Spracklen  Copper River School District
2011  David Means  Juneau School District
2012  Dave Jones  Kenai Peninsula Borough School District
2013  Jenny Martens  Lower Yukon School District
2014  Holly Holman  Unalaska City School District
2015  Laurie Olson  Kenai Peninsula Borough School District
2016  Kim Johnson  Delta/Greely School District
2017  Colleen Fitzgerald  Fairbanks North Star Borough School District
2018  Karen Goodwin  Honorary Member
2018  Amy Lujan  Honorary Member
2020  Karen Morrison  Petersburg School District
ALASBO graduated the first NBMI Cohort in 2021. There are three NBMI cohorts, with a total of 22 participants, of new business managers and those aspiring to become business managers working through a series of in-person and video conference sessions, instructed by experienced school business individuals.

The NBMI module facilitators are Amy Lujan, Holly Holman, Colleen Fitzgerald, Robin Mullins, Patti Carlson, Dennis Niedermeyer, David Means and Rene’ Spracklen. Melody Douglas facilitates leadership book discussions.

The following ALASBO members serve as mentors to the NBMI program: Robbie MacManus, Mark Vink, Yodean Armour, Laura Hylton, Tammy White, Karen Morrison, Amber Cawley, Sandy Daws, Kristy Andrew, Reena Voivodes’, David Nielson, Judy Erekson, Phillip Hulett, John Stackhouse, Amy Stevenson, Ashley Scott and Megan Williams.

Cassee Olin and Heather Heineken manage and support the Canvas Learning System through which the NBMI program operates and Jennifer Schmitz who manages the program.

ALASBO is able to bring the NBMI program to its members through the generous support of its sponsors:

PLATINUM LEVEL
Altman, Rogers & Company

GOLD LEVEL
AMLJIA
NAPA Integrated Business Solutions

SILVER LEVEL
BDO USA, LLP
Jermain Dunnagan & Owens, P.C. (JDOLAW)

BRONZE LEVEL
GCI

Thank you all! for your part in supporting the NBMI program designed to build school business capacity in Alaska!

Registration for the next NBMI cohort will open in the spring.

The next NBMI face-to-face meeting will be in conjunction with Summer Leadership July 2022. Let’s all hope we can meet in person by then!
ALASBO INVOLVED IN ASBO INTERNATIONAL

Certificate of Excellence in Financial Reporting – FYE 2020

Anchorage School District — 25 years or more
Fairbanks North Star Borough School District — 25 years or more
Kenai Peninsula Borough School District — 25 years or more
Matanuska-Susitna Borough School District

Meritorious Budget Award – FY 2020-2021

Kenai Peninsula Borough School District — 15 years or more
Matanuska-Susitna Borough School District

ALASBO Members Who Have Earned School Finance and Operations (SFO) Certification

Kristy Andrew, Cordova School District
Melody Douglas, Associate Executive Director, ALASBO
Luke Fulp, Matanuska-Susitna Borough School District
Heather Heineken, Yukon-Koyukuk School District
Laura Hylton, Lake & Peninsula School District
Andrew Leavitt, Lower Yukon School District (not active)
Amy Lujan, Legislative Liaison, ALASBO
Jenny Martens, Honorary Member
Karen Morrison, Petersburg City School District
Robin Mullins, Honorary Member (not active)
Cassee Olin, Sitka School District
Laurie Olson, Honorary Member (not active)
Lisa Pearce, Consultant
Andrew Ratliff, Anchorage School District
John Stackhouse, Yupiit School District
Czarina (Reena) Voivedich, Denali Borough School District


ALASBO INVOLVED IN ASBO INTERNATIONAL

Outstanding Service to the Profession Eagle Award – 2003
Dave Jones, Kodiak Island Borough School District

Pinnacle of Achievement Award – 2006
Lucienne Smith, North Slope Borough School District

Distinguished Professional Eagle Award — 2008
Melody Douglas, Kenai Peninsula Borough School District

Pinnacle of Achievement Award – 2020
Jim Anderson, Anchorage School District

ALASBO Members Serving On ASBO International Committees
Melody Douglas, ALASBO  Ethics Committee, Chair
Heather Heineken, Yukon-Koyukuk SD  Education Committee Risk Management Liaison
Darcy Carter, ALASBO  Affiliate Executive Directors Group
Thank You to our Sponsors!

The Alaska Association of School Business Officials is a professional association with a mission to promote the highest standards in school business practices. Our sponsor organizations have been instrumental in helping ALASBO fulfill its mission by providing professional and financial support. Please reference the descriptions of their products and services which will be included in an email to be sent prior to the event. Please thank them for their support!

2021 Conference Sponsors

GOLD LEVEL:

American Fidelity
GCI

SILVER LEVEL:

APEI (Alaska Public Entity Insurance)
Black Mountain Software, Inc.
First National Bank Alaska (FNBA)
Horace Mann

BRONZE LEVEL:

Apple Bus
ExerPlay, Inc.
First Student
Frontline Education
Hale & Associates
NANA Management Services (NMS)
UKG (Ultimate Kronos Group)
Wells Fargo
New Business Manager Institute Sponsors

PLATINUM LEVEL:
Altman, Rogers & Co.

GOLD LEVEL:
Alaska Municipal League Joint Insurance Asso., Inc. (AMljIA)
NAPA Integrated Business Solutions

SILVER LEVEL:
BDO USA, LLP
Jermain Dunnagan & Owens, P.C. (JDOLAW)

BRONZE LEVEL:
GCI

School Business Official Of The Year Sponsor
GCI

Grants and Scholarships

Lowell Thomas Freeman Grant
CORE, Inc.

Mack Easton Memorial Student Scholarship
ALASBO
NANA Management Services (NMS)
In-Kind Support

- Alaska Council of School Administrators - Cvent processing

Vendor Exhibit Booths

Suppliers of school related materials and services will be featured in the Virtual Exhibit Hall. Take the opportunity to visit all the vendors on Monday, December 6th from 10:30 to 12:45. A special email will be sent containing links to the booths.

- APEI (Alaska Public Entity Insurance)
- American Fidelity
- Black Mountain Software, Inc.
- Edsembli
- ExerPlay, Inc.
- First National Bank Alaska
- First Student
- Frontline Education
- Horace Mann
- Hub International
- NAPA Integrated Business Solutions
- Northrim Bank
- Northwest Textbook Depository
- Red Rover
- Tyler Technologies
- UKG (Ultimate Kronos Group)
- Wells Fargo

Many exhibitors provide door prizes too. We are also appreciative of the vendors that have provided sponsorship in the form of conference program advertising. Please take a few minutes to review the ad pages!
ALASKA’S MOST ADVANCED NETWORK

How do you choose an education network? Ask 10 simple questions.

blog.gci.com/10-Questions

https://blog.gci.com/10-questions-rural-school-districts-should-ask-network-providers/
2/3 of Alaska School Districts Count on ARC Audit Expertise
HUB International’s Risk Services Division offers solutions scaled to your needs, based on size, risk, and geographic location.

Our focus?
Add value. Give excellent service. All while reducing your risk.

- Property Risk Engineering
- Safety & Environmental Management
- Regulatory Compliance
- Integrated Absence Management Programs
- Enterprise Risk Management
- Crisis Management
- Business Continuity Management
- Emergency Management
- Security Management
- Cyber Risk Management
- High Net Worth
- Family Office Risk Management
- Travel Risk Management
- Clinical Risk Management
- Fleet Risk Management
- Risk Management Information Systems (RMIS)

Contact us today to explore HUB’s wide variety of Risk Control & Specialty Services:

Clark Cripps  
Vice President, Commercial Lines & Employee Benefits | Alaska  
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C: 907-390-0393

Samantha Stringer, CISR Elite Account Executive | Alaska  
samantha.stringer@hubinternational.com  
C: 907-390-0147
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David Hale

David@Hale-Ins.com

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- Property – Full Replacement Value
- Earthquake/Flood
- General Liability
- Public Officials’ Liability
- School Leaders’ Errors & Omissions
- Employment Practices
- Auto Liability
- Auto Comprehensive & Collision
- Student Accident Coverage
- Workers’ Compensation
- Employer’s Liability
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American Fidelity internal data as of 7/31/2020.

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Hale & Associates look forward to being part of your risk management team.

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David@Hale-Ins.com
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How do you choose an education network? Ask 10 simple questions.
blog.gci.com/10-Questions
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The information provided here is for general informational purposes only and should not be considered a recommendation. Horace Mann’s Student Loan Solutions program includes services provided by a third party. Horace Mann is a private, independent company not affiliated with the Department of Education or the federal government. Horace Mann does not guarantee, adjust or settle debts. No assistance provided by Horace Mann constitutes official action for purposes of student loan forgiveness. Terms of programs or guaranteed results. Horace Mann’s Student Loan Solutions program terms are subject to change. AM.S44589 (9-20).

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## SCHEDULE AT A GLANCE

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<td>Jimmy Love, President</td>
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<td>Immediate Past President,</td>
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<td>Wait, I Thought I Worked for a School District, Not a Police Department?!</td>
<td>How to Stay Grounded and Find Joy in Today’s New World</td>
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<td>• Alphabet Soup for IRS Reimbursement Accounts</td>
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<td>• Building and Maintaining Organizational Trust</td>
<td>• Reading and Understanding Financial Statements</td>
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<td>• Electronic Internal Controls</td>
<td>• Working Together In A Season of Division</td>
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<td>• Professional Boundaries, Sexual Abuse and Mitigation</td>
<td>• DISCUSSION GROUPS</td>
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<td>• Purchasing— Tips, Tricks and Ideas</td>
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PRE-CONFERENCE AGENDA

Thursday, December 2, 2021

9:00 – 12:00 Pre-Conference Sessions

All Things Budget!
Presenter: Andy Ratliff, Senior Director, Office of Management and Budget, Anchorage School District
This session will provide school business officials with suggestions for preparing the district annual budget. Each budget development stage will be reviewed from initial planning to communicating the final budget.

Human Resources Training
Presenter: Katie Gardner, Human Resources Director, Mat-Su Borough School District
In this session we will discuss various topics in the area of school district human resources to include: performance management, record keeping and retention, hiring dos and don'ts and addressing employee complaints. Learn beyond the basics and get your specific questions answered.

School Business Management
Getting Started— PART 1
Presenter: Melody Douglas, SFO, Associate Executive Director, ALASBO
This session will provide a foundation for some elements of school business management. High level introductions will be provided in the areas of basic governmental accounting, internal control, Standard Operating Procedures (SOP), Generally Accepted Accounting Principles (GAAP), the Chart of Accounts (COA) the general ledger, revenue and expenditures, budget transfers, journal entries, reporting and managing bank accounts.

Grants Management— PART 2
Presenter: Karen Morrison, SFO, Finance Director, Petersburg School District
Learn about managing grants from two ALASBO members familiar with successful financial audits. They will share information, best practices, and tips & tricks on how to manage, track, and ensure appropriate and timely expenditure of grant funds. They will share documents and electronic grant record-keeping strategies for a successful financial audit. Please have your district's most recent audited annual financial report available for this session.
Pre-Conference Sessions

All You Need To Know About Teacher Certification
Presenter: Sondra Meredith, Teacher Certification Administrator, Alaska Department of Education and Early Development
Confused about requirements for teacher, administrator, or special service providers certification, renewal and reinstatement? Want to know more about the Limited Type M certification for Career and Technical Education, Alaska Native Languages, and military science? How about the new Emergency Certificate for Teachers and Administrators? Mandatory Training Requirements?
Attend this Teacher Certification Session to have your questions answered.

Basic Payroll
Presenter: Jimmy Love, Accountant, Kenai Peninsula Borough School District
A basic overview of what is required to process payroll from beginning to end with plenty of time for questions and answers.

From Treasurer to Benefits Administration: A Decision-Maker’s Guide
Presenter: Scott Florsheim, Northwest Regional Manager, American Fidelity
Stepping into the world of employee benefits comes with a tremendous amount of information and a considerable measure of responsibility. This workshop is designed for everyone who touches employee benefits from a district’s finance team to HR’s benefits personnel. The presentation begins by laying a foundation of historical knowledge about benefits, taxation, and compliance. On top of that foundation, we will build an understanding of the challenges of the Affordable Care Act (ACA) Employer Mandate: rehire rules, measurement and stability periods, breaks in service, and more. Once we’ve covered how we got where we are, we’ll address where to go next. Featured segments will include compliance requirements for school districts and employer tax advantages. We will conclude with an intensive segment on best practices for making your benefits-related decisions, from the budgeting process, to leveraging your data and using that information to the advantage of your benefits teams.

Far and away the best prize that life offers is the chance to work hard at work worth doing.
—Theodore Roosevelt
Wait, I Thought I Worked For a School District, Not a Police Department?!
This presentation will provide ALASBO members with practices for implementing professional boundaries policies, regulations, and procedures, and what to expect in the future.

How to Stay Grounded and Find Joy in Today’s New World
Rethinking our Worklife, Leadership and High Performing Teams
Almost everyone has faced a myriad of personal and professional challenges over the past 19 months. The pandemic has transformed global markets, workplace expectations, our sense of safety and of course the support for and delivery of education. Lots of time and energy has been spent reacting to the many uncertainties thrown our way but now is the time to be deliberate on our processes and focus on coming Together Towards Tomorrow.

In this workshop participants will be given the opportunity to feel a sense of connection and community amidst geographically distributed teams, build a common growth-oriented language which can be used to leverage once the session is over and finally, strategies to find joy in their personal and professional lives.

Participants can expect a fun, interactive presentation that will be a mix of performance mindset content, Olympic stories, small group discussions and personal reflection. You may even find yourself out of your own chair.
ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

CONFERENCE AGENDA

Monday, December 6, 2021

8:45 – 9:00  Welcome

Jimmy Love, President, ALASBO

Commissioner Johnson, DEED

Dr. Deena Bishop, Superintendent, ASD

Darcy Carter, Executive Director, ALASBO

9:00 – 10:30  General Session

WHAT, I THOUGHT I WORKED FOR A SCHOOL DISTRICT, NOT A POLICE DEPARTMENT?!

Presenter: Clint Campion, Attorney, Sedor, Wendlandt, Evan & Filippi, LLC

This presentation will provide ALASBO members with practices for implementing professional boundaries policies, regulations and procedures and what to expect in the future.

10:30 – 12:45  Virtual Exhibit Hall Visits

1:00 – 3:00  Round Tables

Alphabet Soup for IRS Reimbursement Accounts (FSA, HSA, HRA)

Presenter: Nicole Cruickshank, Alaska State Manager, American Fidelity

Employee benefits are becoming increasingly popular as a way to attract and retain employees. Still, most employees are not receiving the education they need to properly understand and value the benefits being offered to them. This presentation aims to show how implementing effective benefits education is vital to the overall success of your benefits program, and overall employee well-being.

Audit Supporting Documents

Presenter: Katie Stachow, Audit Manager, Altman, Rogers and Co.

Ever wonder what suffices as “support” for auditors? Find out more about the things auditors are looking for and how to improve your audit prep.

Building and Maintaining Organizational Trust

Doug Gray, Principal, Anchorage School District

During this round table discussion the presenter will share what he learned about the importance of trust as an administrator at the building and district office level. Much of the conversation will focus on the work and reading done from the Trusted Leader Course which used the book Trusted Leader by David Horsager.

Electronic Internal Controls

Presenters: Bikky Shrestha, James Doughty and Michelle Kiese, BDO USA, LLP

High level overview of Internal Control Over Financial Reporting (20 minutes) and what auditors expect to see.
Round Tables (continued)

Professional Boundaries, Sexual Abuse and Mitigation

Presenters: Carleen Mitchell, Deputy Director, Alaska Public Entity Insurance and Megan N. Sandone, Attorney and Shareholder, JDO Law

Professional Boundaries is a current hot topic among Alaskan school districts and for good reason. Awareness of and adherence to professional boundaries on the part of school staff is the best way to protect children and reduce the opportunity for abuse. In addition to mitigation practices and procedures regarding sexual abuse, molestation and misconduct within the school and classroom setting, this session will give an explanation of what professional boundaries are, how they can protect children and provide sources for additional training available to school staff.
**Welcome**
Jimmy Love, President, ALASBO

**General Session**

**How to Stay Grounded and Find Joy in Today's New World**
Rethinking our Worklife, Leadership and High-Performing Teams
*Presenter: Holly Brooks, OLY, LPC, PMH-C*

Almost everyone has faced a myriad of personal and professional challenges over the past 19 months. The pandemic has transformed global markets, workplace expectations, our sense of safety, and of course the support for and delivery of education. Lots of time and energy has been spent reacting to the many uncertainties thrown our way but now is the time to be deliberate on our processes and focus on coming Together Towards Tomorrow. In this workshop participants will be given the opportunity to feel a sense of connection and community amidst geographically distributed teams, build a common growth-oriented language which can be used to leverage once the session is over, and finally, strategies to find joy in their personal and professional lives. Participants can expect a fun, interactive presentation that will be a mix of performance mindset content, Olympic stories, small group discussions, and personal reflection. You may even find yourself out of your own chair!

**Sectionals**

**GASB Statement No. 87 — Leases**
*Presenter: Brandon Katter, Senior Accountant, Atlman, Rogers and Co.*

GASB Statement No. 87 is effective for fiscal years beginning after June 15, 2021, and all reporting periods thereafter. The presentation covers significant changes in the reporting of leases by school districts. There will be examples and tools made available for school districts to prepare themselves for the upcoming FY22 financial statement audit as this statement becomes effective. The presentation will briefly cover all three categories of lease accounting: short-term leases, contracts that transfer ownership and all other leases (lessee accounting and lessor accounting). Accordingly, school districts that lease assets from others (lessees) will report liabilities for all of their leases of land, buildings, and equipment (except for short-term leases and contracts that transfer ownership). This includes leases that previously were considered operating leases and; therefore, were not reported as liabilities. School districts will need to review state and local laws and agreements to determine whether reporting liabilities for leases would impact the government’s compliance with debt limitations and bond covenants.

**Government Payables and Growing with Change**
*Presenters: Cory Jahn, Payables Consultant and Ariel Johannes, Treasury Management Consultant, Wells Fargo Bank*

The “new normal” and adapting your payables process. Explore alternate payment options in an ever changing payables landscape. See how faster payments can help your organization streamline processes, decrease costs and reduce fraud.
10:45 – 11:30 Sectionals (Continued)

Importance of Benefits Education in Today's World
Presenter: Scott Florsheim, Northwest Regional Manager, American Fidelity
Employee benefits are becoming increasingly popular as a way to attract and retain employees. Still, most employees are not receiving the education they need to properly understand and value the benefits being offered to them. This presentation aims to show how implementing effective benefits education is vital to the overall success of your benefits program, and overall employee wellbeing.

Payroll—Tips, Tricks and Ideas
Presenters: Melody Douglas, SFO, Associate Executive Director, ALASBO and Karen Morrison, SFO, Director of Finance, Petersburg School District
Topics to be discussed, by two colleagues with payroll experience in this session include: Payroll begins in HR, setting up payroll at the beginning of the year, internal control, various payroll timelines and more.

11:30 – 1:00 LUNCH BREAK

1:00 – 1:45 Sectionals

DEED Grants Administration
Presenter: Stephanie Allison, Division Operations Manager, Department of Education and Early Development
Operations Manager will cover the process of adding users to the Grants Management System (GMS) and review the resources available to districts within GMS. Any updates or new information will also be presented and there will be ample time for questions and answers.

Legislative Updates
Presenter: Dr. Lisa Parady, Executive Director, ACSA
Join this sectional to get a current update regarding legislative happenings related to education in the State of Alaska. Learn about what is happening now and about the forecast for the upcoming session for 2021-2022 year.

Reading and Understanding Financial Statements
Presenters: Bikky Shrestha, James Doughty and Michelle Kiese, BDO USA, LLP
Reading and understanding financial statements (45 minutes)— Overview of the different elements of school district financial statements.

Working Together in a Season of Division
Pegge Erkenneff, Director of Communications, Community and Government Relations, Kenai Peninsula Borough School District
Empathy, kindness and education become key when our communities, publics, legislators and even coworkers become polarized with varying and opposing opinions and values. How can we maintain our core message, share data and school stories, while boosting advocacy and respectful support for one another? Together, with purpose, it is possible to keep people involved in school finances, stories and public education so our youth receive a quality K-12 education, even if at times it feels as if we are walking in circles in a dark wood.
ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

CONFERENCE AGENDA

Tuesday, December 7, 2021

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<th>Time</th>
<th>Session</th>
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<td>2:00 – 2:45</td>
<td>Discussion Groups</td>
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<td>1099s, W4s and W2s</td>
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<td>Nicole “Nico” Herbert, Director of Accounting Services, Fairbanks North Star Borough School District</td>
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<td>Discussion group about 1099s, W4s and W2s</td>
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<td>Purchasing— Tips, Tricks and Ideas</td>
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<td>Presenter: Emily Proper, Director of Procurement and Warehousing Fairbanks North Star Borough School District</td>
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<td>Sharing and discussion about how we’re using Munis and various Google apps/ extensions to manage purchasing tasks.</td>
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<td>School Nutrition Challenges During COVID</td>
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<td>Presenters: Jo Dawson, Program Manager and Elizabeth Seitz, School Meals Program Coordinator, Department of Education and Early Development</td>
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<td>Maximizing school nutrition programs through COVID. This session will provide an overview of the USDA waivers that support flexible program operations as a result of the pandemic to include meal serving options, rates, and variations on standard programming. This session will also discuss how school districts support the Pandemic EBT initiative.</td>
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<td>Successful Staff Meetings</td>
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<td>Presenter: Melody Douglas, SFO, Associate Executive Director, ALASBO</td>
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<td>Strategies for successful staff meetings will be discussed in addition to sharing ideas to create a staff Professional Learning Community. Bring your questions and/or concerns to this discussion.</td>
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<td>3:00 – 3:45</td>
<td>Sectionals</td>
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<td>Fraudulent Impersonation</td>
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<td>Presenter: Barbara Thurston, Executive Director, Alaska Public Entity Insurance</td>
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<td>Fraudulent impersonation is a crime where a criminal impersonates a legitimate vendor and tricks an organization into sending payments to the imposter. Fraudsters frequently target public entities and costs can be high. It is also a crime that can largely be prevented if the public entity’s staff is aware of the risk and how to verify that requests for payment are legitimate. This session will discuss what fraudulent impersonation is and how to prevent it from harming your organization.</td>
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<td>ARP ESSER Maintenance of Equity (MOEquity) Provision</td>
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<tr>
<td></td>
<td>Presenters: Erica Cuzzort, Audit and Review Analyst and Heidi Teshner, Acting Deputy Commissioner, Department of Education and Early Development (DEED)</td>
</tr>
<tr>
<td></td>
<td>The American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER) Program contains a new Maintenance of Equity (MOEquity) provision that is a condition for a State Educational Agency (SEA) and Local Educational Agency (LEA) to receive ARP ESSER funds. SEAs and LEAs must maintain equity in both the 2021-2022 and 2022-2023 school years. DEED will walk through this new provision and discuss the intent and reporting requirements. There will be an opportunity for questions and answers.</td>
</tr>
</tbody>
</table>
Professional PowerPoints™
Presenter: Lori Rucksdashel, Principal, Anchorage School District
Come to this breakout session if you want to learn the basics of building a successful PowerPoint™ presentation. We will cover technical aspects of creation, development, using creative tools, adding videos/pictures and transitions. If you are new to using PowerPoint™ or just need a refresher, this breakout is for you.

PCard
Presenter: Holly Wallace, Senior Programs Coordinator, Illinois ASBO
Come and learn all about the online management system, Spend Dynamics. This will be a live demonstration that will cover basics and reporting. If you are thinking of taking your program to the next level of management this session can help. There will also be an update about the program and plenty of time for questions and answers.

Retirement and Benefits— Tier 3
Presenter: Natasha Golovatiuk, Senior Benefits Counselor, Alaska Division of Retirement and Benefits
This presentation is designed for Public Employees' Retirement System and Teachers' Retirement System members who entered service after 7/1/2006. The interactive session covers this retirement plan and includes information about the defined contribution account, financial advice services, retiree insurance plans, Health Reimbursement Arrangement, occupational disability, eligibility, vesting, investment options, distribution and additional resources available.
ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

CONFERENCE AGENDA

Wednesday, December 8, 2021

8:45 – 9:00  Welcome
Karen Morrison, SFO, Immediate Past President, ALASBO

9:00 – 9:45  Sectionals

Diversity, Inclusion and Climate
Presenters: Sonya Hunte and Peggy Rankin, Senior Directors, Anchorage School District

Many organizations to include school districts are feverishly looking for ways to diversity their workforce. Most understand why it is critical to have staff that reflect the diversity of cities, villages and neighborhoods. The how-to of recruitment cannot exclude the how-to of retention. What does it take to retain diverse staff? This session will focus on district and school climate and inclusion as a retention strategy.

E-Rate and the Emergency Connectivity Fund (ECF) Updates
Presenter: Valerie Oliver, Alaska E-rate Coordinator for Schools and Libraries, Department of Education and Early Development

This session will contain updates and information on both the E-rate and the Emergency Connectivity Fund available to your district.

Federal COVID Relief Funding
Presenter: Nicole Endsley, Program Coordinator I, Department of Education and Early Development (DEED)

DEED will present on the federal COVID relief funding under the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, and the American Rescue Plan (ARP) Act. DEED will discuss the period of availability, application requirements, assurances and programmatic requirements, reporting requirements and deadlines and share the resources and guidance available on allowable uses.

The Superintendent/School Business Manager Relationship
Presenter: Kerry Boyd, Superintendent and Heather Heineken, Chief Financial Officer, Yukon-Koyukuk School District

To have an effective relationship between the Superintendent and Business Manager, it starts with both having a clear understanding of the district vision, mission and values and their role in achieving these goals. It is important to not only have an effective relationship but also a healthy relationship. A healthy relationship includes open communication, understanding and respect. It is important to know when to stay in your own lane and when it is time to cross over and work hand-in-hand. Kerry and Heather will share their secrets on how they successfully worked together and how they continue to do great things for their district.

10:00 – 10:45  Best Practices for DRB E-Reporting
Presenters: Doug Gray, Active Payroll Specialist and Jared Pigue, Active Payroll Supervisor, Division of Retirement and Benefits

This presentation is designed to answer employer specific questions related to submitting payrolls through eReporting based on common errors encountered by employers.
Centralized Accounting for Pupil Activities
Presenter: Melissa Myers, MBA, Senior Director of Finance, Anchorage School District and Andrew Leavitt, Titl, Lower Yukon School District
Centralizing student activity accounting mitigates risk and streamlines financial processes, and reporting, for your district. Listen and discuss the pros and cons of a centralized and decentralized accounting structure, as well as relational operating differences between small and large school districts.

Foundation Funding Program
Presenter: Mindy Lobaugh, School Finance Specialist, Department of Education and Early Development
This presentation will cover the Public School Funding Formula under AS 14.17.410 or what is more commonly referred to as the foundation formula that determines state aid funding based on student counts in October. This PowerPoint presentation will walk you through the process of adjustments, such as school size, hold harmless provision, district cost factors, etc., in addition to the funding components that make up a district’s basic need.

Increasing Productivity and Engagement Through Employee Well-Being
Presenter: Scott Florsheim, Northwest Regional Manager, American Fidelity
On the heels of the hardest year the world has seen in close to a century, nearly half of full-time workers are dealing with mental health issues, up 17% from a year ago. Focusing on overall employee wellbeing by providing financial, physical and mental health resources can show support for employees.

Successful DEED Capital Project Administration
Presenter: Lori Weed, School Finance Specialist II, Department of Education and Early Development (DEED)
Overview and discussion of key elements for success in managing school capital projects including grant application process, project eligibility, accounting structures, payment submittals and more. General and project-specific questions welcome.

11:00
Annual Meeting presided by Jimmy Love, President
✓ Membership Business
✓ Induction of Officers

School Business Official Of The Year Award
presented by Karen Morrison, SFO, Past Recipient

Ugly Sweater Contest

Drawings and Door Prizes

Conclusion of Conference
The School Business Academy is targeted training for new school business managers (<3 years on the job), new Alaska superintendents and other school business officials interested in this training. This session’s in-depth topics include: Most Things Budget, Fund Accounting, State Foundation Funding Formula/Foundation and Reporting Part 2.

8:30 – 12:00  
**Most Things Budget**  
*Presenter: Dennis Niedermeyer, ALASBO Honorary Member*  
This session will cover many areas of budget development including the budget calendar, budget meetings within the district and use of various tools in the budget process. Each participant will leave with a jump drive with lots of district information compiled specifically for your district. This is a great opportunity to ask questions about how your district might handle the budget process and to learn about other budget development options.

12:00 – 1:00  
**BREAK**

1:00 – 3:00  
**Fund Accounting**  
*Presenter: Tammy White, ALASBO Honorary Member*  
In this hands-on session, you will learn how fund accounting works. You will leave this session with an interactive tool that you can take back to your district to share with your colleagues (principals, district leaders, etc.) to help them understand fund accounting.

3:15 – 4:15  
**Foundation Funding Formula/Foundation Report**  
*Presenter: Elwin Blackwell, School Finance Manager, Alaska Department of Education and Early Development*  
This post OASIS funding formula session will include an Education Funding Formula Overview and an explanation of the Foundation Report will be provided. Bring your funding and/or OASIS questions to be answered by the expert.

*The best preparation for tomorrow is doing your best today — H. Jackson Brown, Jr.*
President Karen Morrison called the meeting to order at 2:17 p.m. and welcomed the membership to the annual meeting.

Secretary Andy Ratliff presented the minutes from the 2019 Annual Meeting, referencing the minutes as printed on pages 42 and 43 of the conference booklet. Karen Morrison moved and Kim Johnson seconded the motion to approve the minutes of the December 11, 2019, meeting. The vote via Zoom by the membership was unanimous.

Treasurer Kim Johnson reported that as of November 30, 2020, ALASBO had a balance of $14,092.46 in the checking account and $180,611.61 in the savings account. The Treasurer’s Report was accepted as presented.

Awards Committee Chair Liz Hayes presented the Awards Committee report.

McLain J “Mack” Easton Memorial Scholarship
- Breanna Gentry, Ketchikan Gateway School District
- Madison Blackburn, Wrangell City School District

Dick Swarner Leadership Grant
No applications received

Lowell Thomas Freeman Professional Development Grant
- Faith Link, Kenai Peninsula Borough School District

President Karen Morrison thanked Carl Horn, Sarah Jahn, Jenny Myhand and Elwin Blackwell for their service on the Board for 2020 as they depart the ALASBO Board of Directors.

President Karen Morrison asked Carl Horn, Chair of the Nomination Committee, to update the membership on the elections and swear in the 2021 Board of Directors positions.

Carl stated that, due to the virtual conference format, it was necessary to change the annual election process. The ALASBO Board set aside the rules to conduct this year’s election and this information was shared in the November newsletter.
Carl administered the Oath of Office to the 2021 Board of Directors:

President — Jimmy Love, Kenai Peninsula Borough School District
Immediate Past President — Karen Morrison, Petersburg School District
President Elect — Andy Ratliff, Anchorage School District
Secretary — Yodean Armour, Klawock City School District
Seat A: Phil Hulett, Dillingham City School District
Seat B: Megan Williams, NW Arctic Borough School District
Seat C: Alenita Danner, DEED
Seat D: Heather Heineken, Yukon-Koyukuk School District
Seat E: Alenita Danner, DEED
Seat F: Andrew Leavitt, Lower Yukon School District

President Karen Morrison thanked Carl for his service and thanked the ALASBO membership and organization for their service and dedication.

Tammy White introduced Jimmy Love as President. President Love appointed Kim Johnson as Treasurer and postponed appointing a new Historian to take the place of Yodean Armour. Jimmy shared a personal story of his path to a career in school business and announced his theme of “Together Towards Tomorrow”.

Karen Morrison moved to adjourn the meeting and Tammy White seconded the motion. The 2020 ALASBO annual meeting adjourned at 2:34 p.m.

Note for the Record: Karen Morrison received the ALASBO 2020 School Business Official of the Year Award immediately prior to the annual meeting. Additionally, Jim Anderson won the Pinnacle Award from ASBO International.

Respectfully Submitted,

Andy Ratliff
Secretary
ALASBO — Year-By-Year

December 2020  Leading Together
President: Karen Morrison, SFO, Petersburg School District

December 2019  Building the Team
President: Carl Horn, Nenana City School District

December 2018  We're All In This Together
President: Cassee Olin, Sitka School District

December 2017  Pulling Together for Alaska's Youth
President: Holly Holman, Unalaska School District

December 2016  Stepping Up To the Challenge
President: Mark Vink, Bering Strait School District

December 2015  Achieving Success Together
President: Robin Mullins, Fairbanks North Star Borough School District

December 2014  Make Every Dollar Count
President: Jim Farrington, Anchorage School District

December 2013  Leadership that Counts
President: Laurie Olson, Kenai Peninsula Borough School District

December 2012  Forty Years of Success Through Networking
President: Jenny Martens, Lower Yukon School District

December 2011  Strength in Numbers
President: Luke Fulp, Kodiak Island Borough School District

December 2010  Everyone a Leader
President: Laura Hylton, Lake & Peninsula School District

December 2009  ALASBO—VISION
President: Karen Goodwin, Northwest Arctic Borough School District

December 2008  ALASBO—The Next Generation
President: Cindy Reilly, Mat-Su Borough School District

December 2007  ALASBO—Needs You!
President: René Spracklen, Copper River School District

December 2006  Team ALASBO Educating Alaska
President: Elizabeth Francis, Dillingham City School District

December 2005  We Are ALASBO
President: David Means, Juneau School District

December 2004  Facing Challenges - Forming Friendships
President: Mike Fisher, Fairbanks North Star Borough School District

December 2003  Our Professional Family
President: Betty Zabielski, Alaska Gateway Borough SD
ALASBO — Year-By-Year

December 2003  Our Professional Family
President: Betty Zabielski, Alaska Gateway Borough School District

December 2002  Thirty Years of Dedication to Alaska's Youth
President: Dave Jones, Kodiak Island Borough School District

December 2001  Building A Strong Future
President: John Sanbei, Juneau School District

December 2000  Making Our Voices Heard
President: Lucienne Harger, North Slope Borough School District

December 1999  Work Hard! Play Hard!
President: Tammy White, Alaska Voc/Tech Center, Seward

December 1998  Working Together!
President: Eddy Jeans, Alaska DEED

April 1998  Making the Best Better
President: Robert Shefchik, Fairbanks North Star Borough School District

April 1997  Are We Successful Yet?
President: Loreen Kramer, Copper River School District

April 1996  Leading the Way
President: Melody Douglas, Kenai Peninsula Borough School District

April 1995  Winners Thrive on Stress
President: John Tongen, Valdez City School District

May 1994  Professional Commitment - Let's Give a Little Back
President: Dennis Niedermeyer, Lake & Peninsula School District

April 1993  Taking Care of Business
President: Barbara Martin, Fairbanks North Star Borough School District

April 1992  SYNERGISM
President: Barbara Martin, Fairbanks North Star Borough School District

April 1991  Challenges Abound
President: Laraine Glenn, Juneau School District

April 1990  Providing Leadership in the '90s
President: Patti Carlson, Bering Strait School District

April 1989  Preparing for the '90s
President: Gary E. Epperson, Mat-Su Borough School District

April 1988  Accepting the Challenges
President: Melvin J. Greaves, Jr., Anchorage School District
**ALASBO — Year-By-Year**

April 1987  
*Facing Tough Times Together*  
President: Marcy White, Copper River School District

April 1986  
*Providing the Best*  
President: Tom Bibeau, Anchorage School District

April 1985  
*Striving for Excellence*  
President: Joyce Healy, Kodiak Island Borough School District

April 1984  
*ALASBO In High Gear - Team Commitment*  
President: Martin Mhrye, Southwest Region School District

April 1983  
*We Got Class*  
President: Bill Haring, Delta/Greely School District

April 1982  
*Continuing Our Professional Education*  
President: Guy G. Bellville, Anchorage School District

April 1981  
*ALASBO of the '80s - Managing Professionals*  
President: John Rogers, Northwest Arctic Borough School District

April 1980  
*ALASBO of the '80s - Cost Effective Professionals*  
President: Duane L. Oliphant, Anchorage School District

April 1979  
*The Eighties - A New Beginning*  
President: Richard Swarner, Kenai Peninsula Borough School District

April 1978  
*Better Planning Means Progress*  
President: Norm Rousey, Mat-Su Borough School District

April 1977  
*Challenges of a Changing Society*  
President: Larry Baker, Anchorage School District

April 1976  
*The Spirit of '76*  
President and Founder: Tom Freeman, Anchorage School District

April 1975  
*ALASBO - In the Lead*  
President and Founder: Tom Freeman, Anchorage School District

November 1974  
*ALASBO - On the Move*  
President and Founder: Tom Freeman, Anchorage School District
With the support of sponsors, ALASBO administers several award, grant and scholarship programs. Several are named for past members of ALASBO. Complete descriptions, award application forms and biographies of the individuals the programs are named for can be found on our website. [www.alasbo.org](http://www.alasbo.org), on the Resources-Awards and Grants & Scholarships pages.

Please take the time to read the inspiring biographies of these outstanding past ALASBO members on our website!

**McClain J. “Mack” Easton Memorial Scholarships** – Named for a school business official who died tragically while serving the Fairbanks North Star Borough School District. These scholarships are awarded annually to graduating high school seniors. Recipients are selected by the Awards Committee. Scholarships are sponsored by ALASBO and NANA Management Services (NMS).

The 2021 recipients of $1,000 scholarships were:
- Madison Story, Kenai Peninsula Borough School District
- Caleb Alsworth, Lake & Peninsula School District

**Richard “Dick” Swarner Shaping the Future Leadership Grant** – Named for a deceased Kenai Peninsula Borough School District business official, a founding member of ALASBO. This grant, sponsored by the Swarner family, provides funding for ALASBO member(s) to attend the ALASBO Summer Leadership Conference. Recipients are selected by the Awards Committee.

**Recipients of the Dick Swarner Shaping the Future Grant to Attend the ALASBO Summer Leadership Conference**

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>School District</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>Yodean Armour</td>
<td>Klawock School District</td>
</tr>
<tr>
<td>2010</td>
<td>David Arp</td>
<td>Sitka School District</td>
</tr>
<tr>
<td>2011</td>
<td>Lee Ann Andrew</td>
<td>Southwest Region School District</td>
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<tr>
<td></td>
<td>Martha Morgan</td>
<td>Kuspuk School District</td>
</tr>
<tr>
<td></td>
<td>Cathi Wojtanek</td>
<td>Nome Public Schools</td>
</tr>
<tr>
<td>2012</td>
<td>Teri Dierick</td>
<td>Southeast Regional Resource Center</td>
</tr>
<tr>
<td></td>
<td>Cassee Olin</td>
<td>Kodiak Island Borough School District</td>
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<tr>
<td></td>
<td>Ricardo Tejeda</td>
<td>Yakutat School District</td>
</tr>
<tr>
<td>2013</td>
<td>Jenny Myhand</td>
<td>Lake &amp; Peninsula Borough School District</td>
</tr>
<tr>
<td></td>
<td>Karen Quitslund</td>
<td>Petersburg School District</td>
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<tr>
<td>2014</td>
<td>Judy Hankla</td>
<td>Hoonah City School District</td>
</tr>
<tr>
<td></td>
<td>Nichole Wood</td>
<td>Fairbanks North Star Borough School District</td>
</tr>
<tr>
<td>2015</td>
<td>Ryan Ayars</td>
<td>Southwest Region School District</td>
</tr>
<tr>
<td>2016</td>
<td>Kristy Andrew</td>
<td>Cordova School District</td>
</tr>
<tr>
<td></td>
<td>Krystian Roehl</td>
<td>Southwest Region School District</td>
</tr>
<tr>
<td>2017</td>
<td>Alicia Campbell</td>
<td>Mat-Su Borough School District</td>
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<tr>
<td></td>
<td>Maisha Ekamrak</td>
<td>Yupiit School District</td>
</tr>
<tr>
<td>2018</td>
<td>John Stackhouse</td>
<td>Yupiit School District</td>
</tr>
<tr>
<td>2019</td>
<td>Gavin Atchak</td>
<td>Kashunamuit School District</td>
</tr>
<tr>
<td></td>
<td>Jennifer Stackhouse</td>
<td>Yupiit School District</td>
</tr>
</tbody>
</table>
Lowell Thomas Freeman Grant – Named for the “founding father” of ALASBO, Anchorage School District business official Tom Freeman, who we were saddened to hear passed away this year. This grant, sponsored by CORE, Inc., provides funding for an ALASBO member to attend the ASBO International Conference. Recipients are selected by the Awards Committee.

**LOWELL THOMASFreeman Professional Development Grant Recipients**

<table>
<thead>
<tr>
<th>ASBO Year</th>
<th>Recipient</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>Amy Lujan</td>
<td>Kuspuk School District</td>
</tr>
<tr>
<td></td>
<td>Laurie Olson</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>1999</td>
<td>Maribel Miller</td>
<td>Kodiak Island Borough School District</td>
</tr>
<tr>
<td>2000</td>
<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
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<tr>
<td></td>
<td>John Sanbei</td>
<td>Juneau School District</td>
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<tr>
<td>2001</td>
<td>Rose Stokes</td>
<td>Anchorage School District</td>
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<tr>
<td>2002</td>
<td>Jeff Frier</td>
<td>North Slope Borough School District</td>
</tr>
<tr>
<td>2003</td>
<td>Laurie Olson</td>
<td>Kenai Peninsula Borough School District</td>
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<tr>
<td>2004</td>
<td>René Spracklen</td>
<td>Copper River School District</td>
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<tr>
<td>2005</td>
<td>Nancy Munoz</td>
<td>Mat-Su Borough School District</td>
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<tr>
<td>2006</td>
<td>René Spracklen</td>
<td>Copper River School District</td>
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<td></td>
<td>Diane Simmons</td>
<td>Southwest Region School District</td>
</tr>
<tr>
<td></td>
<td>Lana King</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>2007</td>
<td>Amy Lujan</td>
<td>Nome Public Schools</td>
</tr>
<tr>
<td>2008</td>
<td>Laurie Olson</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td></td>
<td>Lee Ann Andrews</td>
<td>Southwest Region School District</td>
</tr>
<tr>
<td>2010</td>
<td>Pamela Roope</td>
<td>Wrangell Public Schools</td>
</tr>
<tr>
<td>2011</td>
<td>Carl Horn</td>
<td>Nenana School District</td>
</tr>
<tr>
<td>2012</td>
<td>David Arp</td>
<td>Sitka School District</td>
</tr>
<tr>
<td>2013</td>
<td>Loreen Kramer</td>
<td>Copper River School District</td>
</tr>
<tr>
<td>2014</td>
<td>Karen Quitslund</td>
<td>Petersburg City School District</td>
</tr>
<tr>
<td>2015</td>
<td>Tammy Grove</td>
<td>North Slope Borough School District</td>
</tr>
<tr>
<td>2016</td>
<td>Elizabeth Hayes</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>2017</td>
<td>Sarah Jahn</td>
<td>Juneau School District</td>
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<tr>
<td>2018</td>
<td>Reena Viovedich</td>
<td>Denali Borough School District</td>
</tr>
<tr>
<td>2019</td>
<td>Jimmy Love</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>2020</td>
<td>Faith Link</td>
<td>Kenai Peninsula Borough School District</td>
</tr>
<tr>
<td>2021</td>
<td>Antonia Moses</td>
<td>Kashunamiut School District</td>
</tr>
</tbody>
</table>

**SPONSORED BY:**

[CORE Inc. Logo]
Significant Events in the History of the Alaska Association of School Business Officials

1974 • ALASBO founded by Lowell Thomas Freeman
1975 • By-Laws adopted
• Incorporated in State of Alaska
1976 • Established Accounting, Basic Foundation Program Study, By-Laws, Conference Planning, Educational, Legislative, and Nominations committees
1977 • First Treasurer appointed
• ALASBO President starts attending ASBO Annual Conference
• Post-conference Board Meeting established
• Exhibitors invited to participate in Annual Conference
1980 • ALASBO establishes Executive Director position
• Scholarship Committee established
• ALASBO begins sending president to ASBO Annual Leadership Conference
1981 • ALASBO included in Department of Education Directory
• Duane Oliphant appointed Executive Director
1982 • Tom Freeman elected to ASBO Board of Directors
1983 • ALASBO holds first Board Meeting via teleconference
• ALASBO invited by DOE to review State Finance Study data
1984 • Guy Belleville appointed Executive Director
1985 • Tom Freeman candidate for ASBO Vice President
1986 • Duane Oliphant appointed Executive Director
1987 • Tom Bibeau appointed Executive Director
1989 • Mack Easton Memorial Scholarship established
1991 • ALASBO invited by DOE to participate in Chart of Accounts Revision
• President Laraine Glenn appointed to Special Presidential Committee of Education
1992 • Tom Wolfe appointed Executive Director
1993 • ALASBO joins Alaska Council of School Administrators
1994 • ALASBO contracted with DOE to revise Chart of Accounts
• Walt Ramsey appointed Executive Director
1995 • Tom Freeman appointed Executive Director
1996 • ALASBO Newslink initiated
• Tom Bibeau appointed Executive Director
1997 • Professional Development Grants initiated
• Lowell Thomas ‘Tom’ Freeman, Richard ‘Dick’ Swarner, Duane Oliphant, and John ‘Jake’ Rogers named honorary lifetime members
1998 • Annual Conference moved from April to December
• Exhibitors Committee established
• Website established
• ALASBO’s 1st Summer Meeting held in Seward, with a skills training focus
• Melody Douglas appointed Executive Director
1999 • ALASBO established Board/District liaisons
• ALASBO contracted by EED to develop OASIS project
• Blood Bank of Alaska blood drive initiated at Annual Conference
• Exhibitors Professional Development Grant initiated
• School Business Official of the Year award program initiated, sponsored by PenAir
2000 • ALASBO worked with EED on Chart of Accounts Revision
• ALASBO contracted with EED to complete OASIS II
Significant Events in the History of the Alaska Association of School Business Officials

2000
- 1st Annual Legislative Workshop held in Juneau
- John Tongen named honorary lifetime member
- Melody Douglas elected to ASBO Board of Directors
- Professional Development Grants renamed in honor of Lowell Thomas Freeman
- Strategic Plan developed

2001
- Melody Douglas chaired ASBO International’s Affiliate Executive Directors Group
- ALASBO contracted by EED for continued development of OASIS project

2002
- Policy Manual Adopted
  - Committee Manual Revised
  - ALASBO work group worked with AIR consultants on School Cost Study survey instrument
  - Implemented formal Financial Statements

2003
- Dave Jones received ASBO Eagle Award for Service to Community
- Melody Douglas elected as Vice President of ASBO International, to serve in 2004
- Tammy White appointed Executive Director
- Resource CD developed for new business managers

2004
- Melody Douglas serves as Vice President of ASBO International
- Dave Jones serves as Vice Chair of ASBO International Legal Aspects Committee

2005
- Melody Douglas serves as President–Elect of ASBO International
  - Power Lunch program launched
  - Lucienne Smith serves as Vice Chair of the ASBO International Purchasing and Supply Management Committee
  - ALASBO Board held the first Summer Leadership meeting and completed reorganization of the committees and the election process
  - CORE, Inc. becomes sponsor for the Lowell Thomas Freeman Professional Development Grant

2006
- Melody Douglas presided as President of ASBO International during the ASBO Annual Meeting and Exhibits in Pittsburgh, PA “Shaping the Future”
- Lucienne Smith honored with Pinnacle of Achievement award at ASBO International Conference
- Board held the second Summer Leadership meeting to review and revise ALASBO’s Mission Statement and Strategic Plan. The end result was a plan to hire a part time Executive Director

2007
- Melody Douglas served her last year on the Board of ASBO International as the Immediate Past President
  - Duane Guiley hired as ALASBO’s first paid part-time Executive Director
  - Dave Jones began a 2-year term as Chair of the ASBO Legal Aspects Committee
  - ALASBO begins participating in Illinois ASBO procurement card (p-card) program

2008
- The first School Business Academy is held
  - Melody Douglas received ASBO’s Distinguished Professional Eagle Award for Service
  - Richard M. Swarner: Shaping the Future Leadership Grant is announced, sponsored by the Swarner family
  - Kerry Jarrell, Clara Langton, and Betty Zabielski are named honorary lifetime members

2009
- Melody Douglas, Duane Guiley and Dennis Niedermeyer named honorary lifetime members
  - Amy Lujan hired as part-time Executive Director
  - Shift to development of Legislative Joint Position Statements and closer involvement with ACSA
  - Jenny Martens serves ASBO International on the Job Task Analysis Panel to begin the work of what will become ASBO’s Certification in School Finance and Operations (SFO) program

2010
- ALASBO adopted ASBO International Professional Standards and Code of Ethics
  - Janet Stokesbary named honorary lifetime member
  - Jenny Martens and Dave Jones serve ASBO International on the Certification Exam Committee and Dennis Niedermeyer serves on the Cut Score Committee for the SFO program
  - ALASBO members take SFO beta test
Significant Events in the History of the Alaska Association of School Business Officials

2011
- Eddy Jeans named honorary lifetime member

2012
- ALASBO celebrates 40th annual conference
- Management Review Ad Hoc Committee established to create program to assist school districts with a review of business operations
- Patti Carlson named honorary lifetime member

2013
- Lisa Pearce serves as Vice Chair of ASBO International School Food & Nutrition Committee
- Cindy Reilly serves as Vice Chair of ASBO International Professional Development Committee
- René Spracklen and Pam Chenier named honorary lifetime members
- ALASBO announces SFO certification scholarship sponsored by Douglas Business Management Services

2014
- ALASBO Improvement Model (AIM) Introduced

2015
- ALASBO launches new website
- Tammy White named honorary lifetime member

2016
- Loreen Kramer, Robin Mullins and Karen Goodwin named honorary lifetime members

2017
- Laurie Olson, Colleen Fitzgerald and John Sanbei named honorary lifetime members
- Chart of Accounts Ad Hoc Committee established to recommend changes to the State Chart of Accounts

2018
- Holly Holman, David Means, Jenny Martens and Pam Roope named Honorary Lifetime Members
- Standard Operating Procedures (SOP) Committee releases SOP template documents integrated with AIM rubric
- DCR Forfeitures Ad Hoc Committee formed to help resolve FY18 accounting issues
- New Business Manager Institute (NBMI) Ad Hoc Committee prepares and launches new training program December 1st
- Melody Douglas appointed Associate Executive Director
- Cvent conference registration system implemented

2019
- Amy Lujan named honorary lifetime member
- Melody Douglas named Interim Executive Director in January
- Darcy Carter named Executive Director in September
- Legislative Liaisons added to support the Legislative Committee
- ALASBO newsletter upgraded to electronic format
- Ad-hoc Board Policy/Standard Operating Procedures Committee established
- Bylaws were reviewed, revised and presented to the membership for action
- Revised Internal Controls
- Quickbooks software implemented to account for ALASBO financial activity
- Amy Lujan wrote Alaska Funding Chapter published in 'Funding Public Schools in the United States and Indian Country'

2020
- Meetings previously held by phone conference calls were updated to being held on Zoom
- The Alaska Community was established on the ASBO International platform which provides an excellent communication tool for our members
- First ever Virtual Summer Leadership Conference held
- First ever Virtual Annual Conference held
- Revised the Committee Manual
- Adopted a new sponsorship model
- Updated ALASBO job descriptions
- Approved a new ALASBO logo
- Revised Board Policy
- Extended complimentary registration to superintendents to attend the ALASBO Annual Conference
- Initiated exploration of expanding professional development offerings to ALASBO members
- Jim Anderson, Anchorage School District, honored with Pinnacle of Achievement Award from ASBO International
Significant Events in the History of the Alaska Association of School Business Officials

2021
- Jennifer Schmitz hired as ALASBO’s Education Director
- ALASBO expanded PD to include HR, IT and Maintenance
- Revised School Business Academy Program
- Cassee Olin appointed Treasurer
- Amy Lujan updated Alaska funding chapter for a new publication of funding U.S. schools first published in 2019
- ALASBO awarded a DEED grant to support PD expansion

TEAMWORK

Is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

☞ Andrew Carnegie