

A Higher Level of Leadership

Tagged: [Newsletter](#) • [Feb](#) • [2013](#)

By: Angie McArthur, CFO, MSBO President, Superintendent, Engadine Consolidated Schools

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Moving the Iceberg in a Better Direction

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By: J. Thomas Goodwin, CFO, Board Member, Chief Financial Officer, Grand Ledge Public Schools

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MSBO Update

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[MSBO](#) Executive Director David Martell talks about staff preparation for [MSBO](#)'s 75th Annual Conference, the Oxford Foundation and state school aid as well as announces the conference registrant who is the February winner of a [MSBO](#) logo garment bag.

MSBO Board of Directors Candidates Announced

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Accounting for the Non-Accountant – MSBO Certification Class

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March 20, 2013 • 8:45 am-4:00 pm

Location: Middle Cities/NCA Building • 826 Municipal WayLansing, MI 48917

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I have recently returned from ASBO International's Executive Leadership Forum. The intention of this forum is to bring together leaders in the school business management community to share hands-on experiences and show best practices that will enhance their school districts' business practices.

It is a challenge to leave our school districts and attend professional development. It is also crucial to attend and focus on personal and professional development that expands our worlds and ultimately our districts.

Leadership is transferrable, regardless of industry. One of the interesting aspects of this year's Executive Leadership Forum was learning about leadership training in another industry and having time to consider application in the education community. Most Fortune 500 companies and top functioning school districts place leadership as a critical component of success.

The Leadership Forum examined the Ritz-Carlton, a well-known luxury hotel, and its success. The industry turnover rate of employees is 60-85%. The Ritz-Carlton is experiencing turnover of 20%. The Ritz-Carlton Leadership Center faculty outlined their definition of an "authentic" leader and emphasized that having the right leadership in place is a critical tenet of their success. They stressed that their employees, whom they refer to as ladies and gentlemen, want to be led by authentic leaders who are **dynamic, transparent, competent, and fair**.

They outlined a systematic daily delivery of how the beliefs and values of Ritz-Carlton is discussed with their "ladies and gentlemen" and becomes their own motto. One of the school improvement processes we are working toward in our district is explicit instruction. This can be practiced by me as well. Students should not have to guess what the learning target of a lesson is, just as employees should not have to guess what I or other district leaders expect of them in their job performance.

One of the 12 Principles of Leadership of the Ritz-Carlton that I keep returning to is to "be authentic, accountable, and caring. We need to be on stage everyday." I take this to mean that regardless of what is on my mind, or happened on the drive to work, or the mood that I wake in, when I enter my district role, all that is left at the door. I can impact many outcomes of the day by my attitude.

I truly appreciate the opportunity to have attended the Leadership Forum. It is interesting to get outside of our state and network with other states' district leaders to see what they are doing, as well as share what is the practice in Michigan. We have a great thing going here in Michigan in [MSBO](#) .

Immeasurable learning opportunities can be found at [MSBO](#) . A detailed brochure is available on our website outlining the education offerings for our upcoming Annual Conference. You don't want to miss it! Registration will be open later this spring for [MSBO](#) 's Leadership Institute. Take advantage of the great programming [MSBO](#) offers and develop those skills that will help you become a dynamic, transparent, competent, and fair leader.

Moving the Iceberg in a Better Direction

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By: J. Thomas Goodwin, CFO, Board Member, Chief Financial Officer, Grand Ledge Public Schools

One of our responsibilities as business managers is to advise the school board and superintendent regarding the financial impact of proposed legislation. With legislative “reforms” being enacted at an ever-increasing rate it is becoming more important to get out ahead of these changes lest we get steamrolled. We all know that what appears to be a “good idea” on the surface can quickly become a nightmare once the decision to implement has been made (e.g., the Section 25 pupil accounting legislation).

In an attempt to increase influence (and intelligence) into the reform process, [MSBO](#) Board of Directors has established the “Quick Response Team” (QRT). Comprised of a representative from each of [MSBO](#)’s regional groups, this team is charged with collecting feedback from member business managers on the impact of proposed legislation. These responses are then compiled and made available to education lobbyists who are in direct contact with legislators. It is hoped with greater grassroots feedback that the quality of decisions will be enhanced beyond simplistic generalizations.

So what’s on the agenda for the upcoming session? At the Financial Strategies Conference, Emily Laidlaw with MAISA listed 5 major issues likely to be discussed:

- Education Achievement Authority
- State Aid Re-Write
- New Forms of Schools
- Conversion Schools
- Early Childhood Education

As legislation is proposed, your regional representative will be soliciting feedback. Business managers are encouraged to stay on top of issues and to discuss the impact of proposed legislation with their superintendents and school boards.

Tom White, the previous Executive Director of [MSBO](#), was fond of using the analogy that political change in school finance was like nudging an iceberg with a rowboat. What we’re hoping is that with a few more business managers on the oars maybe we can move the iceberg in a better direction.

MSBO Board of Directors Candidates Announced

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The [MSBO](#) Board of Directors recently received the Nominations Committee's decision of five candidates for open Board of Director positions. There will also be one candidate for the open President-Elect position.

At a recent board meeting, Director Tom Goodwin announced that he was retiring from Grand Ledge Public Schools at the end of June 2013 and would need to resign from the Board. In an effort to utilize the normal elections process to fill the board vacancy that would be created, Goodwin will resign from the Board with an effective date immediately proceeding the closing general session at the annual conference in April, which is when new board members take office.

The election rules provide that of the three successful candidates in the election, the two candidates with the most votes will be elected to the three-year terms and the candidate with the third highest number of votes will be elected to the one-year term.

Candidate background information and statements of purpose have been posted on the [MSBO](#) website. We will be using the same electronic voting system that was used in recent years. This will allow all MBSO members to vote regardless of attendance at the Annual Meeting. Voting will begin on Monday, April 8 and end on Wednesday, April 17, at 5 p.m.

This year's candidates include:

For President-Elect

One candidate for one position:

[Daniel B. Romzek](#), CPA, CFO, Assistant Superintendent for Business, Rochester Community Schools

For Board of Directors There are five (5) candidates for three (3) positions. Two, 3-year terms and One, 1-year term:

[Tom Armstrong](#), CFO, Director of Business Operations, Wexford-Missaukee ISD

[Roger Auwers](#), CFO, Finance Director, Jackson County ISD

[William Chatfield](#), CFD, Operations Director, Walled Lake Consolidated Schools

[Stephen Goss](#), Assistant Superintendent, Vicksburg Community Schools

[Tamera L. Powers](#), (Incumbent), CFO, Director of Finance & ESSA Human Resources, Kenowa Hills Public Schools

MSBO Annual Conference Online Registration Now Open!

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Be sure to mark your calendars and save April 23-25, 2013 to attend [MSBO](#)'s 75th Annual Conference & Exhibit Show!

The [MSBO](#) Annual Conference & Exhibit Show is the most comprehensive and cost effective professional development opportunity for school business officials in Michigan. This conference is appropriate for all school business professionals in the areas of accounting, finance, payroll, pupil accounting, facilities, transportation, technology, and nutritional services.

This year's highlights include five Pre-Conferences - Issues Facing the Business Manager, which will feature state budget director John Nixon. Other Pre-Conferences include Facilities, Food and Nutritional Services, Technology and Transportation. Our opening General Session features State Superintendent Michael Flanagan. Supt. Flanagan is a former business manager, [MSBO](#) President, and executive director of the Michigan School Administrators Association ([MASA](#)). We look forward to his straight forward and frank approach in addressing the "hot topics" facing education in Michigan.

Our Wednesday lunch keynote features Tom Flick, former NFL quarterback. He draws on his leadership experience and his extensive work in corporate America to connect with his audience. Understanding that people, not programs, help organizations change and grow, he provides actionable solutions that allow people to become peak performers both personally and professionally! You will also have two days to visit more than 350 vendors at the exhibit show as well as vote for your favorite themed booth.

[Click here](#) to see the conference brochure.

[Click here](#) to register online.

It is important that you register now so we can get an accurate count for meals and our clinic sessions.

We are also assigning meeting rooms based on the number of people we expect to attend each session. If you registered as part of the Early Bird program, you still need to complete your registration by going online and telling us which clinics you plan on attending or faxing the registration form to the [MSBO](#) office.

We look forward to seeing you in Grand Rapids!

Landmines, Layoffs, Tenure and Teacher Evaluations – is your district prepared?

Tagged: [Newsletter](#) • [Feb](#) • [2013](#)

Layoffs, tenure and evaluations are a major legal issue this year. Protect yourself and your district by learning from [MASB](#)'s all-star lineup at their 2013 labor relations conference!

Be sure to book your calendars for March 14 and 15, to attend this year's conference appropriately titled **Bargaining in a New World**. Sessions will address all the critical issues local districts are facing, including:

- The Developing Tenure Act
- Evaluation and Layoff Legal Guidance
- Concessionary Bargaining
- The Affordable Care Act and Negotiating Health Insurance
- Getting Relationships Right with your Union
- Projecting Your Budget
- MERC Decisions that Clarify the Recent Changes in Law
- Right to Work and What It Means to Your District and Employees

Bargaining in a New World is also co-sponsored by [MASA](#) and [MSBO](#), and will be held at the Henry Center in East Lansing. You can register for one or both days, but we suggest you don't miss a minute of this important conference.

One or both of these days are well worth your time given the amount of important information packed into the agenda! If your district is in negotiations this year, consider sending a board member plus an administrator to this important conference.

To see the full agenda or to register go [MASB](#).org and click on the Bargaining in a New World link on the front page. If you have questions, contact Angie Kanazeh at akanazeh@masb.org or call her at 517.327.5938.

Thursday, March 14 is intended as nuts and bolts information for new board members and/or administrators. The first session in the morning is Basic Negotiations – it covers the background on the law and practice of labor negotiations in schools. It is great information to help board members and administrators gain a common understanding of the law and get on the same page! The afternoon session on March 14 deals with grievance processing, from how to handling a hearing, to the basics of contract language to writing letters of understanding and last chance agreements. It is a day filled with good, practical information that will save you time and effort and help you “get it right.”

Friday, March 15 covers the topics listed above, presented by **some of the best known and respected labor and school attorneys in Michigan**: Lisa Swem and Martha Marcero of Thrun; Gary Collins from Collins and Blaha; Joe Urban and Barb Ruga from Clark Hill; and Eric Griggs and Brad Banasik from [MASB](#). This represents a major opportunity to ask questions and hear the perspective from several attorneys from major firms representing schools!

In addition to the legal perspective, you'll be hearing from Scott Fritz from SET SEG who will talk the most recent developments in the Affordable Care Act, and from a panel of experts that includes a June Pettyplace, a UniServ from the MEA, and Dave Hecker, the Executive Director of AFT Michigan, who will talk about developing relationships with your staff under the new law. Additionally, Bob Dwan from the Michigan School Business

Officials will discuss and demonstrate how to do simple and easy to understand budget projections.

The Benefits of Online Training for Student Services

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Ensuring the safety of students can often be challenging. Not only do you have to prevent physical hazards, like slippery hallways, science lab accidents, or peanut allergies, but students need help with mental and emotional stressors too, including teasing, intimidation, or the pressures of a rigorous academic schedule that can overwhelm a student.

Keeping track of the core training requirements schools must provide to their employees is often a challenging task. To help our members, [MSBO](#) and SET SEG worked together to develop the **Guide to Compliance Training for Michigan School Employees**. The guide is a tool to help schools identify the training requirements that must be provided to employees, whether that obligation is regulatory or legal. You can access the guide on [MSBO](#)'s website.

[MSBO](#) has also partnered with SET SEG, the Michigan Association of School Administrators ([MASA](#)) and the Michigan Association of School Boards ([MASB](#)) to bring you SafeSchools, the leading online training and compliance management system for school. SafeSchools training offers 125 online courses to help school districts efficiently deliver and document training for every district employee. Following are a few of the courses focusing on student-related issues.

- [Boundary Invasion](#)
- [Bullying: Recognition & Response](#)
- [Child Abuse: Identification & Intervention](#)
- [Conflict Management: Student-to-Student](#)
- [Dating Violence: Identification & Intervention](#)
- [Disruptive Student Behavior](#)
- [Homeless Students: Awareness & Understanding](#)
- [Managing the Aftermath of Tragedy: Administrators](#)
- [Managing the Aftermath of Tragedy: Staff](#)
- [Online Safety: What Every Educator Needs to Know](#)
- [Self-Injury & Cutting](#)
- [Sports Supervision & Safety](#)
- [Sexual Harassment: Student Issues & Response](#)
- [Sexual Misconduct: Staff-to-Student](#)
- [Steroids & PEDS in Athletics](#)
- [Youth Suicide: Awareness & Prevention](#)

If your district has SET SEG Property Casualty and Workers' Compensation insurance, your district has FREE access to the SafeSchools training system. Non-SET SEG districts receive substantial discounts through our partnership.

You can also find information on compliance training at [MSBO](#)'s 75th Annual Conference. [Download the brochure](#) for details.

Contact Deneen Hansen for training opportunities at dhansen@msbo.org.

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Google's 2013 Doodle 4 Google Contest gives students across the U.S. the chance to display their own Google doodle. K-12 students have the opportunity to win a \$30,000 college scholarship from Google and a \$50,000 technology grant for the scholarship winner's school.

Google doodles are the fun versions of the Google logo that appear on the Google homepage throughout the year in celebration of special events and people. This year's theme is "My Best Day Ever..." Students can submit doodles until March 22, 2013.

On May 1, 2013, the 50 state winning designs will be opened up for a public vote. State winners will be flown to New York City for a national awards ceremony on May 22, where the National Winner will be announced. The winning artist's work will be displayed on the Google homepage for a day and the student will win a \$30,000 college scholarship, along with a \$50,000 technology grant for his or her school.

In addition, all of the state Winners will have their artwork on display at the American Museum of Natural History from May 22 to July 14. For more details, including full contest rules and entry forms go to google.com/doodle4google.

Accounting for the Non-Accountant – MSBO Certification Class

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March 20, 2013 • 8:45 am-4:00 pm

Location: Middle Cities/NCA Building • 826 Municipal WayLansing, MI 48917

A savvy business official will help you prepare a budget and teach you the accounting terminology to help you work more efficiently with your business office. Who should attend: board members, administrators, accounting specialists, and business office staff who are not directly involved with or are new to the financial reporting of a school district.

Learning outcomes include an overview of the following:

- How educational accounting has evolved.
- How to use the Department of Education's accounting manual.
- Various accounting conventions districts utilize.
- Various accounting funds and their purposes.
- Purpose of and accounting for inter fund receivable, payable and transfer transactions.
- Purpose and uses of encumbrance accounting in implementing the district's appropriation act.
- Various budgeting options and accounting reports educational organizations utilize.
- Purpose of the annual financial statement audit and strategies to maximize the benefits of the process.

Registration fee: \$145 for [MIEM](#) Members or \$205 for nonmembers

6 SCECHs (pending approval)

Use this class toward 6 elective credits for [MSBO](#) Certification.

[Register online](#)

[Register by Fax](#)