

**Montana Association of School Business Officials
Member Survey
January, 2018
Summary of 153 Member Responses**

Prepared by Peggy M. Owens, CFRE, Sage Solutions Nonprofit Consulting, LLC

Background

The Montana Association of School Business Officials Board of Directors has undertaken a strategic planning process to develop its strategic direction and goals. In the fall of 2017, the organization retained the services of Peggy M. Owens, CFRE, Sage Solutions Nonprofit Consulting, LLC to assist with the development of the plan.

Since the Montana Association of School Business Officials (MASBO) exists to provide critical services to its members, the board and staff determined it would be helpful to conduct a membership survey. This report summarizes the responses of 153 members obtained in December, 2017 and January, 2018.

Denise Williams and Marie Roach, MASBO staff members, assisted with the survey design. It was reviewed by the board of directors before the membership was invited to participate. The consultant appreciates the time Denise and Marie took from their busy schedule to help finalize the survey and for the encouragement they gave the membership to complete it. Their review of the first draft of the report was also very helpful.

Question: *In which region is your district located?*

Region	Number of Respondents and Number of Members in Region	% of Total Members in Region Responding
6	16 of 34 members	47%
3	15 of 38 members	39%
1	37 of 97 members	38%
5	29 of 79 members	37%
4	29 of 82 members	35%
2	22 of 78 members	28%

Question: *Which MASBO services do you use? (Please check all that apply)*

Service	Number of Respondents Who Use This Service	% of 153 Respondents Who Use This Service
Workshops	144	94.1
Annual conference	125	81.6
Website resources	125	81.6
Discussion forum	113	73.8
Salary survey	96	62.7
Technical assistance on rules, regulations and procedures	89	58.1
Procurement cards	74	48.3
Certification program	31	20.2
Mentor program	21	13.7

Question: *Please let us know how important the following are to you.*

	Very important	Important	Somewhat important	Not at all important	N/A
Legislative advocacy	64.9 %	29.1 %	4.6 %	1.3 %	0.0 %
Outstanding Business Official Award	9.8 %	40.1 %	35.5 %	13.1 %	1.3 %
Professional development	77.7 %	18.9 %	3.2 %	0.0 %	0.0 %
Monthly newsletter	62.0 %	33.9 %	3.9 %	0.0 %	0.0 %
Updates from my regional director	28.7 %	50.3 %	18.9 %	0.6 %	1.3 %
Updates from MASBO staff	58.1 %	37.9 %	3.9 %	0.0 %	0.0 %
Printed membership directory	20.6 %	33.3 %	30.6 %	15.3 %	0.0 %

Question: *Which of our services do you value the most and why?*

More than one service

- Workshops, Membership and Information Directory. I am a new clerk and I learn better face to face so by traveling to meetings I am able to retain information and network with other clerks. The directory takes pressure off of me as a new clerk to not have to get everyone's contact info right away. If I don't remember their name I can find their picture. It is a great tool for me as a new clerk!
- Professional development and workshops. They are usually focused on specific topics and usually smaller groups so more interaction. I value Denise Williams taking the time to keep us all informed and educating us on any new topics as well. MASBO is a life-line to all business managers across the state. The monthly newsletter/updates are also critical because no matter how long you have been in this profession, you can always forget a deadline, or just missed a new requirement. This is a difficult question to answer as MASBO is being operated extremely well and all the services are valued.
- I believe that all of the above checked are very important are of huge value. I appreciate MASBO's time and effort in keeping us informed through all of the above sources.
- Annual conference and website resources to keep the clerks updated.
- Monthly newsletter and professional development. The newsletter keeps me up to date and on track so I know what is coming. There is always something new to learn at the workshops and conferences and it is a perfect time to interact with other clerks and share ideas
- Workshops, legislative updates, discussion form
- The monthly newsletters give us reminders and keep us up to date. You always learn things at any of the workshops. Annual MASBO Conference!
- State updates, reminders and the summer conference. I like to know what's new or what changes we have.
- Professional development and legislative advocacy - networking with other business officials
- Calendar, updates, legislative updates, workshops, because those things help me keep up to date on changes I need to implement. Also keeps me in contact with fellow clerks.
- Professional Development and legislative advocacy. MASBO connects us to people who are extremely educated in the world of school finance. They are the bridge that connects us to those resources. Without MASBO, the coordination of training, and trying to decipher what is happening in the realm of schools would be too difficult for school administrators and clerks

- Workshops, they are hands on and get more feedback so you don't question yourself whether or not you are doing something correctly. I'd like to see more things streamlined in one place. For example on the forums they share forms or documents it would be nice to see these all in one place so you don't have to hunt for them throughout the forums.
- I value all of the services
- Helping me stay up-to-date on changes - newsletter, workshops
- Discussion Forum and Workshops.
- The workshops and monthly newsletter. They help me as I am new to the position and give me guidance on deadlines
- Training on all funding and budgeting along w/ legislative updates.
- The website and newsletters as well as MASBO trainings.
- Professional development and guidance. MASBO has become the source for information because OPI is no longer reliable.
- Workshops, Membership and Information Directory. I am a new clerk and I learn better face to face so by traveling to meetings I am able to retain information and network with other clerks. The directory takes pressure off of me as a new clerk to not have to get everyone's contact info right away. If I don't remember their name I can find their picture. It is a great tool for me as a new clerk!
- Newsletter and annual meeting are most helpful to me throughout the year. Especially in a legislative year.
- Legislative advocacy . . . it is very important but I do not have the knowledge or time to advocate myself. I look to MASBO to inform of new changes affecting the clerk job - legislative and daily responsibilities. I have used the forum when needing info a few times. The workshops are excellent but I find I struggle having time leaving the office more times than MCEL, budget workshop, reg. mtg and summer conference. 4 x's a year is about max. (I would rather skip MCEL and do workshops but also need points to maintain certification.) Have webinars been considered for renewal points toward certification?
- The email notifications on discussion forum items
- Summer Conference; guidance on legislative changes, sharing resources and ideas from other school districts.
- Professional Development and Updates from MASBO Staff.
- Professional Development & Newsletters
- I value all of your services
- Technical assistance, salary survey, website resources because I know they are up to date and accurate.

Professional development/workshops/conference (14 with no reason why)

- Professional Development - The perpetuation and further establishment of the profession is good for me but also for all Business Managers and School Districts.
- Workshops/trainings - you can never know too much
- Training: there's always something new to learn or changes in the way things are done.
- I value the workshops that you provide, as that keeps me up to date, informed, and my education in the job continues as it seems to change regularly.
- The Conference and professional development in our regions.
- Workshops, keeping abreast of updates and touching base with other clerks
- Professional Development-we are all able to do a better job for our schools because we have great trainings that help clarify issues and teach new and/or different methods.
- Professional Development - We can't do our job if we don't have training!
- Professional development- I have learned important things that I would have missed otherwise.

- Training. It is absolutely invaluable and is the only way to keep on top of all of the changes we face. Completely worth getting away from the office to learn and the training is always relevant and worthwhile.
- Professional development because I want to the best job I can
- The workshops have been extremely helpful for content and for networking.
- PD - listening to what other clerks are doing or getting updates on new information is very important to me
- Professional development, especially the opportunity to interact with other business officials. Best practices are very important and I like knowing not only what they are but why they are
- Workshops because laws change effecting way reporting or budgeting are done.
- Professional development. Since this job is a "learn as you go" and no colleges offer any type of degree even close to this, having resources to learn how to do things is extremely valuable
- Workshop & conference- good instruction which helps with the networking of other clerks Newsletter - reminders have saved me
- Professional Development - helps to keep us current on the revolving requirements of our positions.
- The workshops are extremely helpful
- Professional Development. It keeps us updated on ongoing changes.
- Workshops that help me to be better at my job.
- Professional Development Workshops as it keeps me current.
- Training - small school and wouldn't have any idea what is going on without training.
- The annual conference, there is always lots of information and it's a chance to talk with other business managers and get to know them.
- Workshops the only place for training that is not filled with stuff I don't need to know.
- The trainings throughout the year are the most important. Gets you networking and learning from other Districts
- Workshops - always something new to learn
- Professional development is highly important. Not only do we get new information, it is a time to network and share ideas
- Workshops: a lot of good information is given out at each workshop
- I use the Professional Development the most. I love the networking opportunity this presents and have been able to utilize these opportunities tenfold in my career.
- Annual Conference - update info and network with colleagues
- Professional development; to stay current with changes.
- I value the new clerk conferences because a lot of information is given at them that has been very helpful.
- Love the workshops. I learn something at every workshop I have attended. Being new, this has been an amazing value and service.
- Professional Development and the discussion forum. So much valuable info.
- Professional Development. The only way to receive correct and practical advice on new law requirements and upcoming budgetary changes. MASBO is my trusted resource for my ever changing job.
- I value the professional development the most. Going to the workshops helps me understand the new changes that come down the pike. Sometimes there are things I didn't even realized happened because there can be so much until I go to a workshop. I truly value them to help keep me up to speed and the help me understand how to do my job the best I can.
- Professional development. I can't get out of the office much but always try to get to the workshops to stay informed.
- Certification remains important to me also
- Mentor program - as a new clerk I have a lot of questions

- Workshops - you make it all make sense
- I love all of the workshops. I love it when they are very hands on and applicable to what I am currently working on
- Professional development, other directors to exchange ideas with
- Newsletter - great reminder and I depend on it - its great!
- Networking
- The ability to gain information from so many different sources.
- It is impossible to pick one service I value the most. I truly get enormous value from all the services!
- Workshops & conferences. The content is always valuable and informative. They are also a great way to network and find people who can serve as mentors and peers to discuss issues with.
- I find the workshops. Generally the workshops presented in a timely manner and are pertinent to the tasks we have to complete.
- Professional development is extremely important in our ever-changing profession!

Legislative Advocacy

- Legislative advocacy because the Legislature is what controls all the schools.
- Legislative Advocacy helps get important information in the right hands
- Newsletter and email updates on current issues
- Ongoing in-service on legislative and work related issues.
- I appreciate the unbiased updates regarding legislation and requirements for handling new laws
- The Legislative advocacy is important to me to help keep me informed on what is being voted on

The Member Forum and Website

- Discussion forum - it's nice to get information from other members
- Access to current regulations and rules and laws. I seem to be looking things up more often every year, and you always have links if not information on the website. It's been very helpful to me.
- Website resources and discussion forum. It's great to hear how other districts handle problems.
- Discussion Forum--wonderful to be able to access so much knowledge
- The discussion forum. A great and fast way to get questions answered and input from other clerks that is very valuable.
- The forum is great for getting help and discussing issues

Newsletter, Communications and Technical Assistance

- Denise's vast information keeping us updated and timely.
- The wealth of knowledge that is so willingly shared.
- The updates from the regional director are invaluable
- Newsletters and personal contact through emails
- Know upcoming events and requirements.
- Updates because everything seems to change on a daily basis and it is nice to be on top of the issues when they arise.
- I like updates from MASBO staff that timely informs us of OPI and/or legislative issues.
- I love the calendars on the monthly newsletters. It's such a great way to double check what you're doing.
- Newsletters are very helpful especially when they include calendars of upcoming events. Workshops are great and a great get together
- Updates that keep us informed when changes occur and give guidance on how to handle the different changes.
- Guidance on regulations and financials.

- Getting up to date information on changes affecting schools. I like the calendar with due dates. I also like the conference and workshops for information.
- Monthly newsletter-includes monthly calendar and timely opi/legislative updates; professional development including annual conference-keep pace with changing school business environment and maintain connection with other school business professionals
- Knowledge and help with questions.
- Helping new clerks
- The newsletter keeps me in line every month. I always learn a lot at workshops and conference.
- Updates from MASBO Staff
- Monthly Newsletter as it assists me with deadlines.
- Newsletter and workshop-updated info
- Legislative updates, Denise's expertise

Question: *What are the top challenges for your district?*

Budget Issues (8 with no additional comments)

- Budget and dwindling enrollment
- Budget and lower ANB
- Budget constraints, recruitment
- Budget reduction due to enrollment decline. Keeping up with legislative changes. Bond related accounting.
- Budget, addressing needs of SpED students, time
- Budget, funding and decreased enrollment.
- budget, more requirements with limited or reduced staff
- Budget, staffing
- Budget. How to manage all of the new requirements with limited funds, how to keep our buildings & grounds functioning, how to keep technology up to date with limited resources.
- Budgeting for declining enrollment
- Budgets and Internal controls.
- Budgets with all the legislative changes
- Balancing budgets with new cuts and still keeping educational needs first.
- Facilities Budget
- Determining revenue picture for next 5 years.
- Declining enrollment and budget issues.
- declining enrollment and poor administration
- Declining enrollment, hard to obtain classified and certified staff.
- Declining enrollment, staff retention
- Declining enrollment.
- Lower student numbers than in the past, which means lower budget.
- Maintaining ANB. Enrollment and lack of participation in free/reduced opportunities to assist us in receiving federal funds
- Enrollment is the biggest challenge. Couple that with legislative changes, it is getting harder to maintain programs.
- Enrollment numbers affecting our budgets.

Funding and Finance (21 responses without additional comment)

- Appropriate funding for Special Ed Assistants.
- Financial stability with all the changes
- Funding and staffing

- Funding because of our low enrollment.
- Tighter budget due to state cuts.
- Funding and mill levy passage
- Having enough money to keep paying the bills and keep staff.
- Legislative disappearing funds tricks
- Finances, budgets
- Deferred maintenance is not funded, and it's hard to keep with the facility needs.
- Lack of adequate funding and
- Lack of funding
- Revenue sources
- State funding and budget
- Meeting financial expenses with shrinking revenue
- Small, lack of resources/money, enrollment, leadership, getting board members to step up and participate, keeping up with technology and new requirements.
- Space. We are running out of space at our school
- The top challenge for my district is the lack of space and the lack of funds to expand. We have to pick and choose one to two projects to do for maintenance each year due to funding issues. A bond to build failed this year and we are working on figuring out how we can best approach the voters again.

Time management

- Overwhelmed by rules, regulations, reports, deadlines (not enough time to get all done)= burnout
- Keeping myself informed so I can then inform my Superintendent and School Board
- Keeping on top of changes
- Increasing reporting workload
- Staying current
- Keeping informed on changes in funding
- Keeping up w/ legislative changes and how it affects budgets.
- Keeping up with changes - i.e., retirement reporting, etc.
- Keeping up with expenses while enrollments drop and financial obligations from the state are decreasing. Also the federal mandates are getting ridiculous.
- Keeping up with what our budget might be.
- Finding more time

Community relations and levy passage

- Passing a levy.
- Passing a mill levy and reduction in revenue.
- Passing additional mill levies as our enrollment increases to keep budgets where they need to be for increases in salaries, benefits, and other operational expenses.
- Passing levies, protested taxes
- Property taxes as primary funding

Human Resources

- ACA and union negotiations
- ACA, time to do ACA, and filling positions.
- Affordable Care Act reporting,
- Administration office staffing and the politics behind that
- Attracting and keeping quality teachers
- Being part time in a district that changes administration often.

- Working with an inexperienced board that likes to micromanage.
- Increasing our classified salaries as much as we do the teachers (s/b same %). Also increasing the entry wages for classified staff
- Hiring teachers for certain positions
- Revolving door administration. Not enough people to separate duties.
- Qualified bus drivers
- Student involvement and staff duties and the differences
- Recruiting qualified teachers and staff, along with the never ending budget issues. We are rural and struggle obtaining qualified staff, even Superintendents.
- Recruitment of staff (all levels - teachers, admin, bus drivers, custodians, etc.)
- Change in leadership creates uncertainty in the ranks.
- Communication with administration,
- Hiring qualified staff
- Retaining quality staff
- Teacher negotiations being reasonable and budget (or the lack thereof)
- Staff retention, getting training for Infinite Campus.
- Staffing and budget limitations
- Staffing and dealing with a Tight Budget
- Recruiting qualified teachers
- Recruiting specialized talent (OT/PT)
- Unfortunately it's all about leadership. So if you would like to do some conference sessions on that it would be great!
- Training new clerks/business managers.
- Negotiations- creative ways to increase employee perks
- Hiring and retaining support staff i.e. aides, kitchen, and custodial and substitutes Keeping classified personnel- means to help w/insurance costs etc
- Health Insurance
- Maintaining quality staff on minimal salaries and enrollment.
- Helicopter board members

Legal and legislative

- Always changing laws
- Being new, it's the legal formalities and the division of duties with my principal that I've struggled with the most. This is simply because of a very odd situation with administrators for the past couple years, nothing to do with Masbo in general.
- Sorting out what applies to our district and what does not.
- We are actually doing quite well. It doesn't help when the legislature makes cuts after budgets are done though.
- With the recent legislative cuts and our decreasing enrollment... funding.

Quality Education

- Consolidation
- Being able to offer an excellent education within the constraints of a capped budget.

Multiple Responses

- Deferred maintenance, classified employee retention
- I feel that the top challenges for my district is adequate funding, adequate personnel, and competence about funding/spending.

Question: *What services would you like MASBO to offer or expand?*

Human Resources

- A salary survey of multiple positions within a district and years of experience taken into consideration would be helpful. Presenting more data driven info regarding staffing, pay, etc. It seems that different organizations ask for information, but it isn't always done thoughtfully so that it can actually be used in decision making at the District level.
- For new clerks explaining what is available on your website would be helpful. I think just reading this survey I became aware of more publications!!
- Further development and expansion of the certification process.
- Guidance on Certification. i.e. Online access to reading materials, links, or specific guidance of items to study. such as "Know MCA 20.xx.xx"
- Human Resources/Personnel. It is an additional duty many of us perform.
- I do like the idea of webinars. It is difficult for me to get out of the office.
- Technology advances to expedite work.
- I love the divisions sheet but I'd love it even more if it listed who most likely should be in charge of each duty.

General comments

- Already doing an awesome job
- Can't imagine
- Can't think of anything
- You are providing a broad range of excellent service-cannot think of any service where you need to expand
- Continue offering professional development opportunities, emails with important information, deadline reminders, etc. MASBO is a wonderful tool that I greatly value.
- I appreciate the legislative updates and workshops
- I feel that MASBO does a great job in the services that it now provides.
- I think MASBO does an outstanding job.
- Nothing you don't already offer.
- I think MASBO's offerings are good. I can't always get to everything that is offered now.
- I think the organizations does a good job.
- I think you always cover it all! If we ever need something special you find the details for us, even individually.
- I think you are doing a great job on all the topics you provide.
- Keep on keepin on.
- MASBO is doing a great job! They keep us up to date on topics and professional development. I know there are a lot of people-staff and community that do not understand our position at the school. We do so many things and don't understand a lot of it.
- MASBO is doing an awesome job

Budget and Financial

- Assistance on Financial Statements for Audit reports
- Budget discussion
- Funding options, transfer ideas
- TFS report

Networking and Professional Development

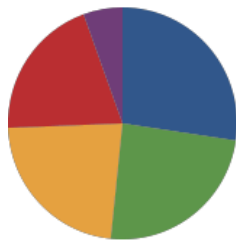
- Everything is organized quite well. Only suggestion would be to bring like sized Business Officials together.
- I know its hard but with the size of our state having workshops in East, West, South and North sites would be very beneficial. Having to take two days off to attend a one day workshop makes it hard to attend.
- I like how MASBO has mentioned breaking up the meetings to a quarterly basis to focus on what the upcoming due dates are and what items need to be done.
- I think if MASBO could start offering online trainings and/or workshops since there are times it is difficult to get away, but I would still like to go to the trainings.
- I would like more information on the certification programs.
- I would like to see the budget workshop add a location to Butte or Helena which is much closer than Missoula, Billings, and the other two places the workshops are being held.
- Just keep on doing what you are doing...training is good for senior clerks.
- Keep offering trainings in-person and offer webinars as an addition to on-site conferences.
- Maybe a monthly teleconference to discuss whatever is going on.
- Maybe more at district training
- More accounting services, accounts payable, accounts receivable, more payroll, more excel workshops
- More hands on training with software vendors.
- More in-depth professional development.
- More information for special ed coops. They do not always follow the same rules as schools do
- More items on Student Fund Accounting
- More local trainings. The best thing I go to is the monthly clerk meetings in Missoula.
- More on accounting/finance. Again - learn as you go, but would like to have guidance on adjusting entries, JV's, budgeting - all from a business mgr day to day point of view.
- More PD opportunities at MCEL for Clerks/office personnel
- More teleconferencing or webinars
- Offering the summer conference as a webinar for those people unable to attend.
- One topic is preparing for audits, and what auditors are more critical with. A notice was sent out where one of the auditing firms was offering a one day workshop on preparing for an audit. It conflicted with one of our technology workshops, but this would be very interesting. I'm pretty sure it is worth a 1/2 day or full day, so probably not something that could be done at MASBO summer conference. This is something that could be helpful for those who have findings, how to correct findings, how to correct TFS, etc.
- Even though MTSBA manages our policies, it would be interesting on the business side to have more policy discussions. This is generally a board and Superintendent item, but there are many policies that affect the business office as well.
- Possibly add more topics for secretary positions???" Not sure on this one...."
- Online training, so I could attend a lot more workshops without leaving my family at home.
- Online training. This is a very large state and finding the time to get away seems to be challenging.
- Probably just posting templates of forms for a one stop place often things come up that other districts have already gone through and that information is very helpful especially to new clerks.
- Putting webinar power points on your website
- School Accounting (at least beginner to intermediate)
- School Finance and TFS help.
- The webinar training would be awesome.
- Title IX training; Notary training; Certified fingerprint training
- Training. I like training from professionals in the field rather than other clerks
- Trainings for certifications

- Very important to offer workshops on dealing with legislative changes in school finance.
- Webinar training for renewal points for certification. Workshops are fun but always seem to happen at payroll time. But I need the knowledge, updates, etc.
- Webinars on workshops for those who can't or it's hard to travel (x3)

Legislative

- I think it's time for the MASBO board to discuss what role MASBO should have in legislative advocacy.
- Legislative advocacy

Question: *MASBO is considering offering webinar training opportunities. I would be interested in webinars on the following topics*



- 27.3% [Accounting topics \(124\)](#)
- 24.2% [Legislative updates \(110\)](#)
- 22.7% [Elections \(103\)](#)
- 20.0% [Pupil transportation \(91\)](#)
- 5.5% ["Other" Answers \(See below\)](#)

Other Responses:

- Any topic, Elections, Accounting topics, Legislative updates, and Pupil transportation
- Any and all trainings as we live 6-8+ hours away from everywhere, Elections, Accounting topics, Legislative updates, and Pupil transportation
- Benefits, cash-in-lieu and Accounting topics
- Fund Raising Rules, Elections, Accounting topics, Legislative updates, and Pupil transportation

Question: *Which of the following publications available on the MASBO website are helpful to you?*

Publication	Number of Respondents Who Use This Publication	% of 153 Respondents Who Use This Publication
Newsletters	136	88.8
Clerk and superintendent duty list	102	66.6
Payroll manual	96	62.7
Student activity manual	81	52.9
Board meetings and minutes	74	48.3
Ethics manual	65	42.4
Risk management manual	50	32.6
Certification manual	44	28.7

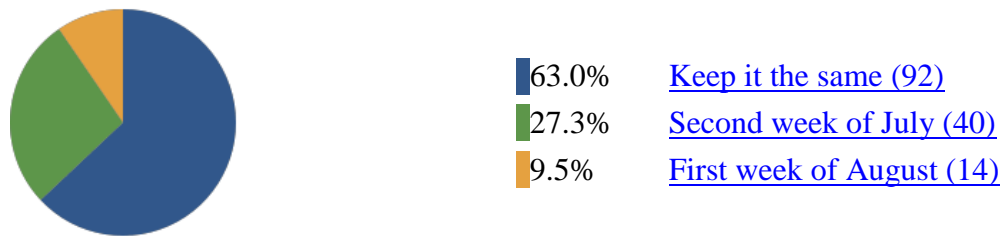
Question: *In which areas do you most need professional development? Please make up to three selections.*

Professional development Topic	Number of Respondents	% of 153 Respondents
Human Resources	89	58.1%
Budgeting	89	58.1%
Accounting	76	49.6%
Payroll	61	39.8%
Computer skills	45	29.4%
Management skills	39	25.4%
Leadership skills	38	24.8%
Time management	31	20.2%

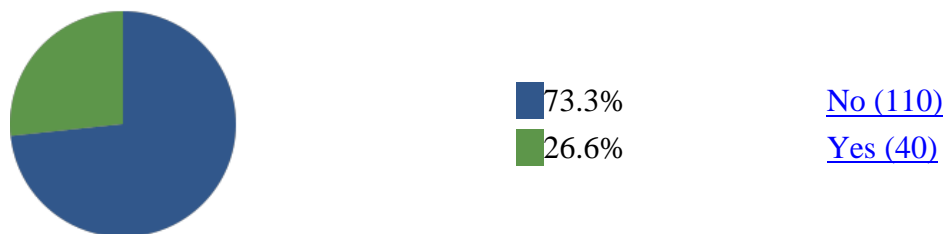
Other Responses:

- Compliance with new requirements, Human Resources, and Computer skills
- All of them. You can never learn too much!, Human Resources, Payroll, Accounting , Budgeting, Leadership skills, Management skills, Time management, and Computer skills
- Sometimes I don't even know what I need-- I need the veteran clerks to tell me!, Human Resources, Payroll, Accounting , Budgeting, Leadership skills, Management skills, and Time management
- Infinite Campus, Accounting, Leadership skills, Management skills, Time management, and Computer skills
- Office organization, Payroll, Accounting , Management skills, and Computer skills

10. MASBO's annual conference is held the week before Father's Day each June. We would like to know if you prefer a different time. Please check which option is best for you.



Question: *Do you attend the Montana Conference of Education Leadership*



Question: *If no, please explain why below. Thanks!*

Relevancy, Value and Budget

- There usually is really nothing of note for me
- The training is more focus on trustees and superintendent.
- Not enough clerk workshops for the cost.
- Our district sends a trustee.
- We are a large district. Most of what is covered at MCEL does not directly apply to my position.
- I feel that the training is geared more toward admin and trustees.
- I have looked at the schedule but have felt that it was not worth my time as District Clerk. I felt that those classes it seems are more for administration and possible board members.
- Doesn't really pertain to me? A lot of our school admin staff and teachers go.
- Not interested as many times it is a waste of time.
- I attended this year but was not thrilled with the vendor. Too cramped. I am glad I went to see what it was all about but I get more from the MASBO meetings.
- MCEL is very important, but the current model is not working. General sessions are not valuable. Significant decline in participation in recent years. MTSBA and MREA are out of touch with their members. Change is needed.
- Too expensive for what is available.
- I think we may this next year since it is in Missoula, but Billings is too far and we get more out of MASBO conference than MCEL
- Not enough resources for my position
- I don't believe it has enough to offer clerks to be worth the time and travel, especially from Kalispell to Billings
- We are only allowed one workshop per year as clerks
- My supervisor goes so I don't need to.
- I did attend MCEL this year, but I did not think the offerings for Business Managers was as good as in past years.
- Too far away when it's in Billings. And too conferencey, speeches, awards, clapping. Clerks are get s...(expletive) done kind of people.
- Not many topics are relevant to what I need/want to know
- Not this year. Lack of subject matter for a MASBO track.
- Nothing pertains to my job at MCEL
- I did once and then it seems I just let the Superintendents go to them.
- It is focused towards trustees and superintendents. I have attended two conferences and both were horrible. It is expensive for the lack of information. I attended it this past fall and the location was absolutely awful. Luckily the weather was nice to allow running between buildings. There is no comparison to MCEL and MASBO conferences. I will not waste our district's funds by attending another MCEL
- Board and Supt attend
- Board Members do not attend.
- I went this year for the first time and although it had some cool things to do I didn't feel many of the classes were geared for clerks mostly administration.
- I am retiring and my replacement went this year.
- When I looked at the agenda there wasn't enough for me to justify being gone from my office for 2 days.
- Don't think there is anything offered I need to attend
- My predecessor did not. I should just to see what it entails if budget allows. I like attending the summer conference best.
- It is too costly for our district to send anyone except the superintendent.

- I have attended the last 2 years, but only one day this year. Honestly, the legal update put on by the "other" lawyer group was the most educational. I do not find the conference a valuable use of time and money. The certification points are really the driving force for attending.
- it's expensive and it hasn't been that helpful--- can get most of the information at summer conference or other workshops
- MASBO Summer Conference is better. This year I didn't go to MCEL because of the location in downtown Billings. I figured the parking/space situation would be too challenging. I won't go next year again because it's in Missoula.
- It's been many years since I attended and at the time, not much of it applied to Business Managers. That may have changed since then.
- I have not attended for the past 2 years. It is very expensive for what workshops are for clerks
- I do not attend as there is not enough pertinent information regarding my position. It seems to hit most administrative issues and topics, which is really great for them. MASBO provides us with many learning opportunities and sometimes it's just not that easy to leave your office for that many days right after school begins.
- Still busy setting up the year - not time, MASBO is much better
- I went once and felt like it was not a good use of my time
- My position is part time and I don't have the time to commit to MCEL with my other employment
- I did until this year. The conference is becoming less appropriate for clerks.
- Usually principals and the Superintendent attend
- Not in Budget
- I did not feel as though I got enough out of it as a Clerk
- Reasons: Cost prohibitive, and the MASBO workshops are more relevant to my position as Clerk
- In another professional organization which has annual conference at the same time
- I don't normally attend because the topics are as specific to my job.
- Not enough in the conference that interested me.
- As a new clerk, I did not realize it was something for clerks. Our principal attended but I did not.
- Usually no subjects that benefit my position
- Seems like its geared more toward trustees and Administration
- Budget concerns
- As a new clerk, I really don't know what it has to offer me.
- Not many relevant sessions
- Much rather attend MASBO summer conference
- Superintendent goes
- Your conference is more valuable than MCEL

Time, Timing and Distance

- I do not have the time. (x2)
- Too far away!! It has been in Billings.....
- It was too far away this year.
- It has never worked out. It seems like it was a bad time or too far. I want to go, just haven't had the right circumstances to get there.
- This has nothing to do with school, but in my other life that is when we are shipping calves!
- I do attend when it is in the central our west part of the state. But I never have the time to take off to go to Billings.
- Usually the timing just doesn't work.
- In the past it seemed to be geared more towards Superintendents know it seems they are adding things for clerks.
- \$, Time

- Usually a bad time for me
- Hard to be out of office
- It is usually right around payroll.
- Usually use that time to catch up on work that needs to get done, with no interruptions from staff.
- The timing has not been good for me. Will not be attending when in Missoula due to budgetary concerns.
- Bad timing; worker's comp audit and processing payroll
- Too much down time and not enough substance.
- Unable to attend due to children out of school and needing day care.
- Too much going on and too far away
- Superintendent attends.
- Expense involved in attending (I attend the MASBO annual conference and do not want to charge the district for additional travel expenses_
- If no, please explain why below. Thanks!
- I'm a newer clerk and am just getting by day to day, so being away needs to be minimal. Also, too much going on at the school - small rural school - I'm also the secretary and have lunch, recess, library and nurse duties, and whatever else is needed during the day. Finding substitutes is not an easy task.
- Billings is farther than I like to travel.
- some years, but not all
- My audit is always conducted then. The auditors appreciate the quietness of the school at that time.
- It's just a bad time of year for me. I'm working with my cows then.
- Historically I have had other work in the summer time which prevented me from attending, hoping to do so now.
- Timing wasn't good for me. But not sure I will go as long as it's downtown Billings. I prefer the west end and do not like the parking situation downtown.
- Billings is too far to travel
- I have not for the last two years. Since I moved to a district where I have payroll duties.
- Can't get the time off from my other job.
- Was using the two days to get caught up on projects in the office.
- conflicts
- Billings is too far
- Mostly, timing due to annual external audit.
- Bad time of year.
- Too far, takes 2 travel days, too expensive.
- Usually just returning from County Conference and doesn't fit my schedule
- I work 2 jobs so it is hard to get the time off.

Question: *Please let us know any additional thoughts or comments you have about your MASBO membership.*

- Thank you for all you do! I would not have survived being a new clerk without all of the training and support offered!
- I appreciate everything our organization does and stands for.
- Glad to see you are an active part of MTPEC. To encourage people to take the certification test, one question from the test could be added to each newsletter. I noticed another State was doing this. When Business Managers see that they could answer the question, they might be more likely to give the test a try. A study session and overview of each section could be offered at the conference as well.
- Why not hold the annual conference during the first week of May
- It seems like there is a lot of new clerks, MASBO has been a great resource!

- Glad to have this organization and the support it gives.
- My MASBO membership is worth every penny.
- Thank you MASBO for all you do.
- MASBO has been a huge help to me as a first year clerk and I don't mind traveling to go to the meetings.
- Thank you for all that you do
- Love MASBO! I marked keep it the same for the summer conference date, but 2nd week of July would work too. August is bad. Thank you for all you do!
- Absolutely love the networking opportunities provided by attending MASBO workshops.
- MASBO does an outstanding job in educating the membership. Thank you.
- Thank you for always asking for our input.
- It's a great resource and I have learned a ton from this association.
- I think MASBO is wonderful and it helps build networks among peers.
- Keep up the great work and thank you to the Region Directors for your time and effort. Also, Thank you to Denise and Marie on everything you do for us!
- I've been a member for 30 years off and on. It was great while working for the school but now I work for a special ed co-op and don't always find information pertaining to co-ops
- Thank you for being here. This is a difficult job to keep up with and it's nice to know there is support out there for us.
- I think you guys do a great job. Thanks for the hard work.
- It is a very good association and I like the help you receive
- I have nothing but good things to say about MASBO. I have been a member since 1984 and got professionally certified in 1992.
- MASBO is a very important resource that provides excellent information and training opportunities. Thanks for all that you do to make our jobs easier!
- I feel it is the best money spent for any type of membership. I pay a membership for my administrative assistant, but she doesn't attend many workshops and most of them pertain to the business manager position.
- Love it, thanks!!!
- I have truly enjoyed the services of MASBO over the last 36 years. I am, however, looking forward to my retirement and more time spent with family.
- MASBO is certainly one of those organizations that actually do add value. Thank you.
- Love my peeps!
- It is a very well ran organization
- What a great organization; would not have made it this far without it, thanks!
- Denise is doing a great job. Training is too expensive--I understand that it generates revenue but it has to have a LOT of info to justify attending training because I'm so busy in my office.
- I'd love to attend MASBO summer conference each year, but it is not at a good time of year--- usually right when I am trying to complete year end payroll and finish out the budget year. Really hard to attend for someone who is in a small school and the school year doesn't end until the 12th. I would love it to change to July!
- I really appreciate any trainings in eastern MT instead of having to travel to Helena or even Billings. I appreciate Denise's expertise and staying up on issues and being a representative for MASBO on the various boards.
- Love all that you guys do . . . Thank you!!! I am not sure how well changing the conference dates will work for me but it feels like it would be better in July. I would participate as a mentor but don't think I quite meet the standards.
- I love MASBO. It has been such a great resource over the years. Thank you so much for everything you do for us. It is greatly appreciated.
- Very valuable.

- Great Organization!
- I appreciate the hard work and dedication of the Board and the MASBO staff. You provide a much needed service to the school business professionals of Montana.
- On #10... why isn't there a box for us to suggest other times of the year? Summer is hard. Everyone knows it, but rather than consider offering it at a time of year that is more of a down time for our positions, MASBO tells us that it's important to go and get away. I know it's hard in November and December with holidays and then in January and February winter roads are a factor and March is Spring Break. That doesn't leave a lot of options, so in typing it all out I realize why June. I would absolutely NOT attend in July or August, but this isn't all about me. April??
- I appreciate all the effort and thoughtfulness that goes into creating fun ways to present pretty boring information! Ha Ha
- Our people are most important. Thanks to you and board for your hard work and dedication.
- # 10 keep it the same or first week in August
- Keep up the good work.
- MASBO is a wonderful, helpful, caring organization!
- I love all the training time we get as an association, I just would suggest trying to keep the trainings as centralized as possible.
- I appreciate everything I have learned through MASBO and all the support received.
- I appreciate the help I have gotten from several different MASBO people.
- Denise and Marie do an excellent job!!!!
- This has been a tremendous assistance to me as the clerk of a small rural district.