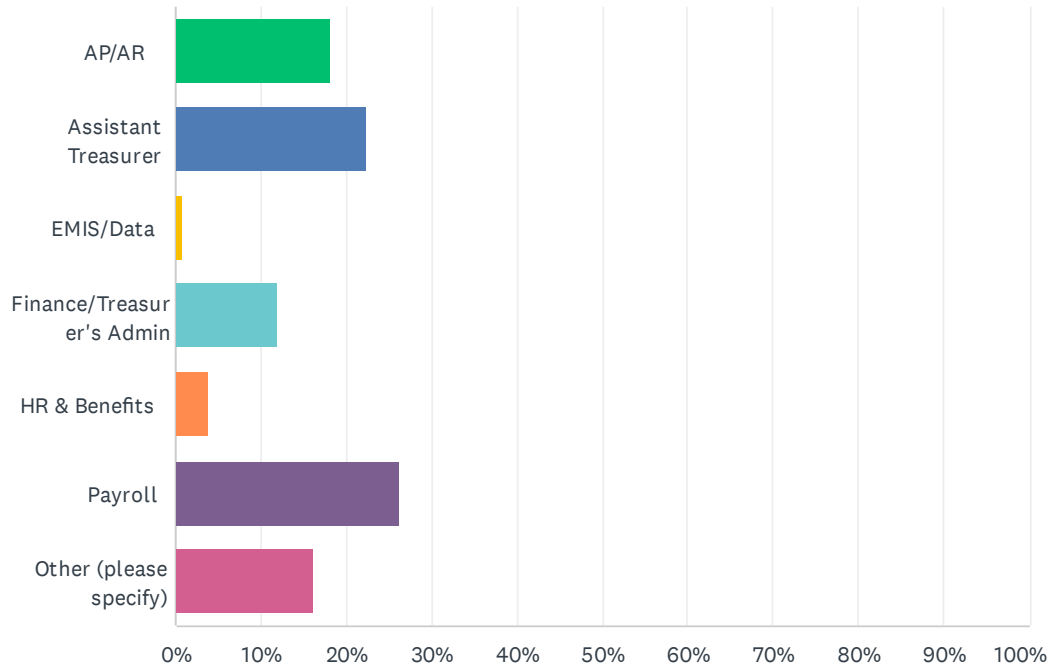


Q1 Please select your job role:

Answered: 209 Skipped: 0



ANSWER CHOICES	RESPONSES	
AP/AR	18.18%	38
Assistant Treasurer	22.49%	47
EMIS/Data	0.96%	2
Finance/Treasurer's Admin	11.96%	25
HR & Benefits	3.83%	8
Payroll	26.32%	55
Other (please specify)	16.27%	34
TOTAL		209

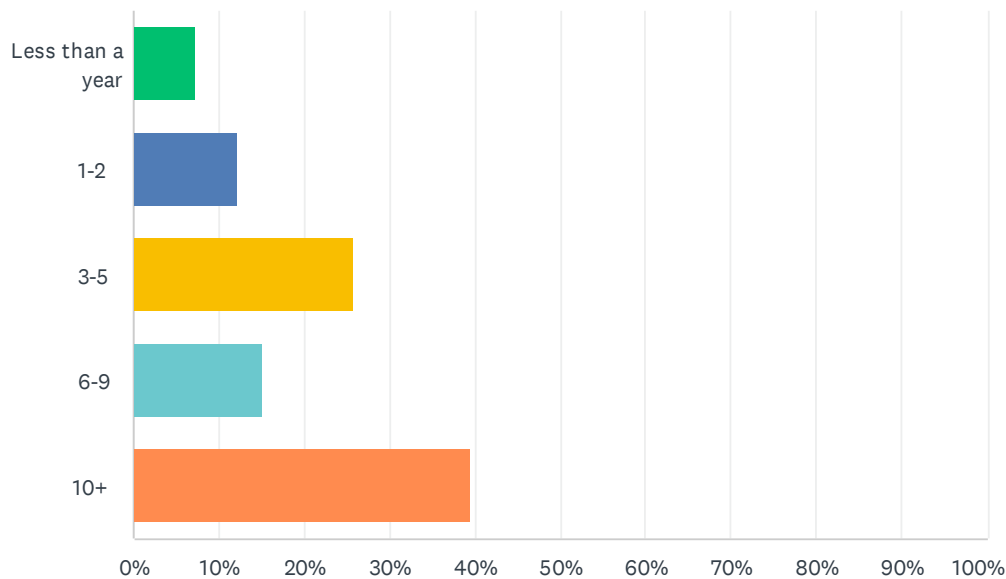
#	OTHER (PLEASE SPECIFY)	DATE
1	Treasurer	5/20/2025 1:59 PM
2	Treasurer	5/16/2025 3:26 PM
3	Executive Administrative Assistant	5/16/2025 10:33 AM
4	Treasure's Assistant - Primary A/P although cross trained for Payroll	5/16/2025 10:08 AM
5	Treasurer and Payroll	5/14/2025 11:07 AM
6	Treasurer	5/14/2025 8:56 AM
7	Treasurer	5/13/2025 4:03 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

8	Superintendent	5/13/2025 3:52 PM
9	Retired CFO	5/13/2025 3:46 PM
10	Business Operations	5/13/2025 3:20 PM
11	Treasurer	5/13/2025 3:19 PM
12	Treasurer who sends support staff to the conference.	5/13/2025 3:19 PM
13	Administrative Assistant to the Treasurer	5/13/2025 3:09 PM
14	Transportation Supervisor	5/13/2025 3:02 PM
15	Integrated System Specialist	5/13/2025 2:58 PM
16	Accounts Payable	5/13/2025 12:27 PM
17	Treasurer	5/13/2025 10:09 AM
18	Payroll and Benefits	5/9/2025 1:21 PM
19	Treasurer	5/9/2025 1:18 PM
20	ITC Fiscal Support	5/9/2025 1:07 PM
21	Assistant to the Treasurer	5/9/2025 12:48 PM
22	Asst Treasurer, AP, AR, EMIS/Data, Payroll	5/9/2025 12:29 PM
23	Assistant treasurer, ap/ar, and payroll	5/9/2025 12:25 PM
24	Payroll/Benefits/HR	5/6/2025 7:59 AM
25	ITC	5/5/2025 9:00 AM
26	Grant administration	5/2/2025 11:05 AM
27	Area Treasurer	5/1/2025 1:47 PM
28	Account Clerk	5/1/2025 7:57 AM
29	Asst Treas - Payroll Coord	5/1/2025 7:34 AM
30	I support AP/AR, EMIS, and Payroll	5/1/2025 6:27 AM
31	Account Clerk-Fixed Assets	4/30/2025 4:28 PM
32	Fiscal Support	4/30/2025 4:00 PM
33	ITC Fiscal Support	4/30/2025 3:51 PM
34	OASBO	4/24/2025 4:29 PM

Q2 Which range below best describes your years of experience as a school business official?

Answered: 205 Skipped: 4



ANSWER CHOICES	RESPONSES	
Less than a year	7.32%	15
1-2	12.20%	25
3-5	25.85%	53
6-9	15.12%	31
10+	39.51%	81
TOTAL		205

Q3 Within the following tracks, what presentation TOPICS would you like to see included? Please list one topic per field.

Answered: 86 Skipped: 123

ANSWER CHOICES	RESPONSES	
Accounts Payable Topic 1:	53.49%	46
Accounts Payable Topic 2:	31.40%	27
Accounts Payable Topic 3:	20.93%	18
Payroll & Benefits Topic 1:	63.95%	55
Payroll & Benefits Topic 2:	47.67%	41
Payroll & Benefits Topic 3:	29.07%	25
Leadership & Communications Topic 1:	52.33%	45
Leadership & Communications Topic 2:	27.91%	24
Leadership & Communications Topic 3:	13.95%	12
Other Finance Office Topic 1:	40.70%	35
Other Finance Office Topic 2:	18.60%	16
Other Finance Office Topic 3:	15.12%	13

#	ACCOUNTS PAYABLE TOPIC 1:	DATE
1	Best Practices xxxx	5/20/2025 2:08 PM
2	How to void a prior year check	5/20/2025 2:08 PM
3	Efficiency	5/16/2025 11:08 AM
4	Lab for SCView like we do with state software & efinance	5/16/2025 10:56 AM
5	School Budgeting	5/16/2025 10:35 AM
6	NEW CHANGES IN USAS	5/16/2025 10:30 AM
7	New automated ideas.	5/16/2025 10:12 AM
8	AI in the workflow	5/16/2025 10:07 AM
9	Managing the Accounts Payable	5/14/2025 7:57 AM
10	Inventory-detailed how to & why	5/13/2025 3:49 PM
11	Fraud prevention/cyber security	5/13/2025 3:42 PM
12	cvg b	5/13/2025 3:38 PM
13	Avoiding Fraudulent Transactions	5/13/2025 3:26 PM
14	USAS Manual Changes	5/13/2025 3:17 PM
15	What Auditors expect to see with credit card use	5/13/2025 3:06 PM
16	I don't know.	5/13/2025 3:02 PM
17	How to find a contact for a vendor for a PO# in order to pay them with no information on the	5/13/2025 12:38 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

person or department that may have ordered this and that is only on line and no phone # or no email to respond to....any tricks?

18	Side by side comparison of eFP vs State Software modules!	5/9/2025 3:18 PM
19	Beginner's accounts payable on State Software	5/9/2025 12:52 PM
20	Best way to tackle credit cards at work.	5/9/2025 12:51 PM
21	The new account codes	5/9/2025 12:32 PM
22	hints or tips when using state software, such as running reports and getting information you are looking for	5/7/2025 2:59 PM
23	x	5/5/2025 8:29 AM
24	W-9 update procedures when a PO Box is given	5/2/2025 8:55 AM
25	coding	5/1/2025 2:04 PM
26	USAS Manual Update	5/1/2025 12:42 PM
27	Updates to USAS Manual	5/1/2025 9:53 AM
28	New Budgetary Coding Updates	5/1/2025 9:25 AM
29	Best practices	5/1/2025 9:03 AM
30	New and retired account code usage	5/1/2025 9:03 AM
31	Accounts Payable vs. Collections: What's the Difference?	5/1/2025 8:35 AM
32	Importing paper and electronic documents to workflow	5/1/2025 8:16 AM
33	BEST PRACTICES, keeping up with and track of ways to pay etc	5/1/2025 8:04 AM
34	Fraud awareness.	5/1/2025 7:58 AM
35	USAS - easier payable reports, vendor management	5/1/2025 7:15 AM
36	AP/ AR EFP topics	5/1/2025 7:13 AM
37	MUNIS overview	5/1/2025 7:00 AM
38	NEW EMIS Manual	5/1/2025 6:31 AM
39	coding	4/30/2025 10:43 PM
40	Cybersecurity	4/30/2025 5:50 PM
41	Common Audit Mistakes	4/30/2025 4:01 PM
42	Tips and Tricks for newcomers	4/30/2025 3:38 PM
43	How to more effectively run a check run?	4/30/2025 3:34 PM
44	Streamlining Process from PO to Payment	4/30/2025 3:33 PM
45	test	4/25/2025 9:54 AM
46	a	4/25/2025 9:32 AM
#	ACCOUNTS PAYABLE TOPIC 2:	DATE
1	AI, AP, AR	5/20/2025 2:08 PM
2	How to set an ACH vendor	5/20/2025 2:08 PM
3	Proper coding	5/16/2025 11:08 AM
4	Open discussion about processes. It's nice to hear how others do things.	5/16/2025 10:56 AM
5	Programs Services Offered for Balancing	5/16/2025 10:35 AM
6	Designing req to check controls	5/16/2025 10:07 AM

Track Session Ideas for 2025 OASBO Annual SupportCon

7	AP Fraud and Internal Controls	5/14/2025 7:57 AM
8	Efficient Payment Processing	5/13/2025 3:26 PM
9	Requirements tax on personal use	5/13/2025 3:06 PM
10	A easy way to decide if a vendor that is listed as a 1099 vendor in our system,should be 1099 when providing a service for printing shirts (they supply the shirts and the service of printing) so is the invoice considered a 1099 for the service or not a 1099 since they are also supplying the T shirts... a supply item?	5/13/2025 12:38 PM
11	Student activity handbooks and best practices: how to get people to do what they're supposed to do!	5/9/2025 3:18 PM
12	Organization of invoices.	5/9/2025 12:51 PM
13	fraud-fraudulent invoices from vendors who have been hacked. discussion of best practice policies to set up in the office to protect your district	5/7/2025 2:59 PM
14	x	5/5/2025 8:29 AM
15	1099 any updates	5/2/2025 8:55 AM
16	Proper way to fill out/process W9	5/1/2025 12:42 PM
17	Detecting Fraud	5/1/2025 9:53 AM
18	Auditing problems	5/1/2025 9:25 AM
19	Best Practices for inactivating budget account codes no longer in use	5/1/2025 9:03 AM
20	Educating vendors about the AP process, making them partners	5/1/2025 8:16 AM
21	Ethics surrounding proper public purpose.	5/1/2025 7:58 AM
22	1099 topics- Limited Liability, Partnerships, Individuals- who gets them	5/1/2025 7:13 AM
23	Tips and Tricks for POs & Invoices	5/1/2025 6:31 AM
24	Improving process to get items done in timely manner	4/30/2025 5:50 PM
25	Helpful Tips and Tricks	4/30/2025 4:01 PM
26	Reporting tools	4/30/2025 3:38 PM
27	Exceeding PO amounts	4/30/2025 3:33 PM
#	ACCOUNTS PAYABLE TOPIC 3:	DATE
1	Super PO's	5/20/2025 2:08 PM
2	Audits	5/16/2025 11:08 AM
3	Tax & Gratuities-what can be paid or reimbursed and is it limited to certain accounts and amounts	5/16/2025 10:56 AM
4	Accounting Essentials for Accounts Payables	5/14/2025 7:57 AM
5	Construction Projects	5/13/2025 3:26 PM
6	GSA rates....receipts or no receipts	5/13/2025 3:06 PM
7	Benefits of Bonefish and Strategic Solutions/mySCView	5/9/2025 3:18 PM
8	Transferring all vendors to ACH (or most vendors)	5/9/2025 12:51 PM
9	x	5/5/2025 8:29 AM
10	when Alcohol shows on a receipt	5/2/2025 8:55 AM
11	Audit	5/1/2025 9:53 AM
12	Cyber Security	5/1/2025 9:25 AM
13	W-9's and verifying Finding for Recovery	5/1/2025 9:03 AM

Track Session Ideas for 2025 OASBO Annual SupportCon

14	The future of technology	5/1/2025 8:16 AM
15	Auditor of State guidance on expenditures.	5/1/2025 7:58 AM
16	Describing the new USAS Accounts that effect AP	5/1/2025 7:13 AM
17	Useful Reports in USAS	5/1/2025 6:31 AM
18	EFP tricks	4/30/2025 5:50 PM
#	PAYROLL & BENEFITS TOPIC 1:	DATE
1	Best Practices xxx	5/20/2025 2:08 PM
2	Who reviews your 941's?	5/20/2025 2:08 PM
3	Tracking & balancing benefits	5/16/2025 2:28 PM
4	STRS Advance	5/16/2025 1:33 PM
5	Annuities	5/16/2025 11:08 AM
6	STRS-explanation of when retirement benefits begin if the employee retires on the last day of the month or first day of the next month. Pros and cons?	5/16/2025 10:56 AM
7	STRS Advance	5/16/2025 10:35 AM
8	I'm fairly new in this area, so all topics are interesting.	5/16/2025 10:12 AM
9	Calculating overtime	5/16/2025 10:09 AM
10	Eliminating the silos of HR and Payroll to an HR-Payroll System	5/16/2025 10:07 AM
11	Tips & Tricks	5/14/2025 11:09 AM
12	New up coming Payroll laws	5/14/2025 9:22 AM
13	Payroll and EMIS	5/14/2025 8:04 AM
14	Checklists: onboarding new ee, exiting ee, retiring ee, etc	5/13/2025 3:49 PM
15	Electronic timesheets, what options are districts using, tips/tricks	5/13/2025 3:42 PM
16	Banking for New Employees who have no banking relationship	5/13/2025 3:26 PM
17	Munis Updates	5/13/2025 3:19 PM
18	ACA Regulations	5/13/2025 3:17 PM
19	state support USPS	5/13/2025 2:58 PM
20	Streamlining Payroll Processes	5/12/2025 8:43 AM
21	EMIS PAYROLL CONNECTION	5/10/2025 2:00 PM
22	Overtime/blended OT rate rules/laws	5/9/2025 3:18 PM
23	Streamlining payroll processes	5/9/2025 1:45 PM
24	Payroll law	5/9/2025 1:19 PM
25	I'm new so any topics would be helpful	5/9/2025 12:53 PM
26	Beginner's payroll & benefits on State Software	5/9/2025 12:52 PM
27	How to balance a Quarter	5/9/2025 12:35 PM
28	Tips and Tricks	5/9/2025 12:27 PM
29	Updates in payroll - New regulations	5/9/2025 12:25 PM
30	Overtime	5/9/2025 12:24 PM
31	Redesign grids - advanced search	5/7/2025 2:39 PM
32	1	5/7/2025 9:08 AM

Track Session Ideas for 2025 OASBO Annual SupportCon

33	USPS and using Employee Self Service (ESS)	5/5/2025 9:04 AM
34	x	5/5/2025 8:29 AM
35	Break down of State software	5/2/2025 10:49 AM
36	tips and tricks	5/1/2025 2:04 PM
37	USAS Manual Update	5/1/2025 12:42 PM
38	Electronic Timesheet Options	5/1/2025 12:12 PM
39	Tax law changes	5/1/2025 9:25 AM
40	Garnishments - Laws, best practices	5/1/2025 9:06 AM
41	Best practices	5/1/2025 9:03 AM
42	When office policy "breaks" the law! Legal break, lunch work hour rules in Ohio.	5/1/2025 8:35 AM
43	Building employee understanding of the process	5/1/2025 8:16 AM
44	What is an overpayment? Recommended vs Required overpayment procedures and law.	5/1/2025 7:58 AM
45	Overtime calculation	5/1/2025 7:34 AM
46	calculating FMLA leaves, discussion on leave of absence paid or unpaid how it affects contract and days worked	5/1/2025 7:34 AM
47	Work Flow Tips, Tricks & Systems	5/1/2025 7:34 AM
48	UKG overview	5/1/2025 7:00 AM
49	Useful Reports in USPS	5/1/2025 6:31 AM
50	Insurance variables with Regular and HSA	4/30/2025 3:53 PM
51	FMLA	4/30/2025 3:47 PM
52	Benefits and Compensation program ideas	4/30/2025 3:43 PM
53	retire/rehire procedures	4/30/2025 3:35 PM
54	Tips & Tricks to processing payroll	4/30/2025 3:34 PM
55	FMLA and Leave of Absences	4/30/2025 3:33 PM
#	PAYROLL & BENEFITS TOPIC 2:	DATE
1	AI, PR	5/20/2025 2:08 PM
2	Worker's Comp	5/20/2025 2:08 PM
3	Changing payroll schedule from biweekly to semi-monthly for all employees	5/16/2025 2:28 PM
4	Compensation contract vs. non-contract	5/16/2025 1:33 PM
5	Unpaid leave! Is there anything in law that benefits specifically health insurance has to continue? If so, is there a minimum number of consecutive days before it kicks in	5/16/2025 10:56 AM
6	NC1	5/16/2025 10:35 AM
7	HSA board contributions	5/16/2025 10:09 AM
8	Inside EFP and Redesign payroll systems	5/16/2025 10:07 AM
9	Using AI	5/14/2025 11:09 AM
10	FMLA	5/14/2025 9:22 AM
11	how to decide if you need a skip pay or payroll creep	5/13/2025 3:49 PM
12	How payroll can affect month end reconciliations, what to look for	5/13/2025 3:42 PM
13	Explaining the financial value of retirement and insurance benefits	5/13/2025 3:26 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

14	Payroll Debit Cards vs direct deposit	5/13/2025 3:19 PM
15	FSA & HSA	5/13/2025 3:17 PM
16	ESS	5/13/2025 2:58 PM
17	Dock Wages & Board Approval	5/12/2025 8:43 AM
18	HOW TO SUPPORT LEADERSHIP IN NEGOTIATED AGREEMENTS	5/10/2025 2:00 PM
19	Side by side comparison of eFP and State Software modules!	5/9/2025 3:18 PM
20	How to balance payroll	5/9/2025 1:19 PM
21	STRS Advance	5/9/2025 12:35 PM
22	Streamline the process	5/9/2025 12:27 PM
23	E.M.I.S.	5/9/2025 12:24 PM
24	Redesign mass change	5/7/2025 2:39 PM
25	USPS and ESS Timesheets	5/5/2025 9:04 AM
26	x	5/5/2025 8:29 AM
27	EMIS	5/2/2025 10:49 AM
28	Proper way to fill out/process W4/IT4/I9	5/1/2025 12:42 PM
29	Child Support/Garnishment Guidelines	5/1/2025 12:12 PM
30	New Budgetary Coding Updates	5/1/2025 9:25 AM
31	Long Term Absences in USPS - When to enter them, ect.	5/1/2025 9:06 AM
32	Improving customer service	5/1/2025 8:16 AM
33	Required docking procedures. Does the board have to approve it?	5/1/2025 7:58 AM
34	Blended rate calculations	5/1/2025 7:34 AM
35	new contracts with first pay 9/15/25	5/1/2025 7:34 AM
36	Fiscal Year End Tips, Tricks & Systems	5/1/2025 7:34 AM
37	Balancing Payroll Tips	5/1/2025 6:31 AM
38	Years of Service Changes with STRS	4/30/2025 3:53 PM
39	new employee orientation procedures	4/30/2025 3:35 PM
40	How to modernize payroll operations	4/30/2025 3:34 PM
41	Overtime	4/30/2025 3:33 PM
#	PAYROLL & BENEFITS TOPIC 3:	DATE
1	Cobra	5/20/2025 2:08 PM
2	Timeclock integration tips	5/16/2025 2:28 PM
3	new to payroll so anything would be great	5/16/2025 10:35 AM
4	Supporting the team at the table (during negotiations)	5/16/2025 10:07 AM
5	IRS	5/14/2025 9:22 AM
6	AI tools	5/13/2025 3:49 PM
7	FMLA	5/13/2025 3:26 PM
8	BWC True Up Wages	5/12/2025 8:43 AM
9	TIPS ON TREASURER- PAYROLL RELATIONSHIPS	5/10/2025 2:00 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

10	Frontline timesheet modules: do they really work and are they worth it?	5/9/2025 3:18 PM
11	Legal Updates	5/9/2025 12:27 PM
12	Employee vs. Employer annuity contributions, tax consequences	5/7/2025 2:39 PM
13	USPS and posting attendance	5/5/2025 9:04 AM
14	x	5/5/2025 8:29 AM
15	Breakdown of 403(b) & 457 plans	5/2/2025 10:49 AM
16	FMLA	5/1/2025 2:44 PM
17	Providing early retirement and investment training for all district employees	5/1/2025 8:16 AM
18	Garnishment procedures. When to change a garnishment amount.	5/1/2025 7:58 AM
19	Payroll best tips and tricks	5/1/2025 7:34 AM
20	salary notices	5/1/2025 7:34 AM
21	Calendar Year End Tips, Tricks & Systems	5/1/2025 7:34 AM
22	Payroll Item Corrections	5/1/2025 6:31 AM
23	Social Security Fairness Act	4/30/2025 3:53 PM
24	resigning/termining employees	4/30/2025 3:35 PM
25	Timesheets	4/30/2025 3:33 PM
#	LEADERSHIP & COMMUNICATIONS TOPIC 1:	DATE
1	Work and Communication Styles	5/20/2025 2:08 PM
2	How to deal with toxic people	5/20/2025 2:08 PM
3	Building communication bridges between payroll/HR/benefits departments	5/16/2025 2:28 PM
4	Efficiency	5/16/2025 11:08 AM
5	How to get staff to read emails from the treasurers office regarding processes LOL. Any tips or tricks?	5/16/2025 10:56 AM
6	Business Manager Roles/Responsibilities	5/16/2025 10:35 AM
7	Efficiency in the workplace	5/16/2025 10:34 AM
8	Role of a Treasurer	5/16/2025 10:12 AM
9	Effective time management	5/16/2025 10:10 AM
10	Becoming a "Learning Organization" at all levels	5/16/2025 10:07 AM
11	Effective Leadership	5/14/2025 7:57 AM
12	Connecting with your school district leaders	5/13/2025 3:55 PM
13	Tough conversations, dealing with difficult personalities	5/13/2025 3:42 PM
14	Soft ways to help your boss to improve leadership skills	5/13/2025 3:26 PM
15	working with difficult individuals	5/13/2025 3:17 PM
16	would like information on 401 vendors and about them in order to choose what would be a good fit. Not knowing anything about investing is very difficult	5/13/2025 12:38 PM
17	Best practices and communications about deduction changes (taxes, direct deposit, etc.)	5/12/2025 8:43 AM
18	Negotiations: how to absolve "past practice" claims	5/9/2025 3:18 PM
19	I'm new so any topics would be helpful	5/9/2025 12:53 PM
20	Time Management Tips & Tricks	5/9/2025 12:52 PM

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21	Make sure all departments are talking!	5/9/2025 12:51 PM
22	How to get along with others that don't like you	5/9/2025 12:35 PM
23	Communication with administrators or those with higher authority	5/9/2025 12:32 PM
24	How to get the information you need from staff....the first time	5/7/2025 2:59 PM
25	Payroll roundtable - a way to share contact information easily	5/7/2025 2:39 PM
26	1	5/7/2025 9:08 AM
27	How to keep track of your payroll costs/positions	5/5/2025 9:04 AM
28	x	5/5/2025 8:29 AM
29	District Communications- Transparency/ handling a negative community	5/2/2025 10:49 AM
30	Email/Micorsoft (Office/Google) tips and tricks	5/1/2025 12:12 PM
31	Effective Communication	5/1/2025 9:53 AM
32	Effectively communicating changes	5/1/2025 9:25 AM
33	How to communicate with Principals so they take your requests seriously.	5/1/2025 9:06 AM
34	Best practices	5/1/2025 9:03 AM
35	Proper email etiquette	5/1/2025 9:03 AM
36	What to do when your Boss is a Bully, and everybody knows it? Effective conflict resolution within teams.	5/1/2025 8:35 AM
37	Creating clear communications between internal departments	5/1/2025 8:16 AM
38	Workplace expectations. - Email etiquette, communication, behavior. .	5/1/2025 7:58 AM
39	how to negotiate "exempt group raises"	5/1/2025 7:34 AM
40	How to effectively communicate top to bottom & reverse flow	5/1/2025 7:15 AM
41	Supervisor - Employee relations	5/1/2025 7:00 AM
42	Positive Enforcement and Mental Health	4/30/2025 3:53 PM
43	Pivoting to change with the legislature, adapting	4/30/2025 3:43 PM
44	Taking that leap into The Treasurer's seat.	4/30/2025 3:34 PM
45	Better Communications	4/30/2025 3:33 PM
#	LEADERSHIP & COMMUNICATIONS TOPIC 2:	DATE
1	Time Management	5/20/2025 2:08 PM
2	How to stay positive when you are facing adversity	5/20/2025 2:08 PM
3	Effective feedback for employees	5/16/2025 2:28 PM
4	Giving good leadership	5/16/2025 11:08 AM
5	Do other schools find having a treasurers tab for employees on website helpful? Things that should/shouldn't be included if so	5/16/2025 10:56 AM
6	AI as a communication aid	5/16/2025 10:10 AM
7	Wellness/Wellbeing Tools and Resources	5/16/2025 10:07 AM
8	Involving school leaders in the decision making in my office	5/13/2025 3:55 PM
9	Managing up, how to work with your treasurer to effect change	5/13/2025 3:42 PM
10	Information that helps the Treasurer communicate with the Board	5/13/2025 3:26 PM
11	team building	5/13/2025 3:17 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

12	How to communicate funding effectively with the community	5/9/2025 3:18 PM
13	How to say no to more work load	5/9/2025 12:35 PM
14	Working with new staff members and helping them learn the finance office procedures	5/7/2025 2:59 PM
15	Payroll and HR communication for USPS processing	5/5/2025 9:04 AM
16	x	5/5/2025 8:29 AM
17	Booster Groups	5/2/2025 10:49 AM
18	Qualities of A Leader	5/1/2025 9:53 AM
19	How to reduce stress	5/1/2025 9:25 AM
20	Customer service involves all kinds of contact - staff, parents, and community members	5/1/2025 9:03 AM
21	Finding was to communicate w general public the complex system of education funding	5/1/2025 8:16 AM
22	Importance of handling individual problem workers instead of blanket communications to groups or all staff.	5/1/2025 7:58 AM
23	Help Employees with Work- Home- Stress- Life Balance	4/30/2025 3:53 PM
24	Holding strong in tough economic and uncertain social times	4/30/2025 3:43 PM
#	LEADERSHIP & COMMUNICATIONS TOPIC 3:	DATE
1	AI and Leadership	5/20/2025 2:08 PM
2	How to lead ethically	5/20/2025 2:08 PM
3	Not being passive aggressive	5/16/2025 11:08 AM
4	Lines not to cross in the Superintendent/Treasurer Roles	5/13/2025 3:26 PM
5	How to resolve issues with stubborn staff and their "not in my contract" mentality	5/9/2025 3:18 PM
6	Time off and management of those days	5/5/2025 9:04 AM
7	x	5/5/2025 8:29 AM
8	Excel	5/2/2025 10:49 AM
9	How to Build Commitment in Your Organization	5/1/2025 9:53 AM
10	Working with difficult people, identifying problem "hot spots" in department to improve workflow and morale.	5/1/2025 8:16 AM
11	Mid-level Administrators avenues for protection from insubordination.	5/1/2025 7:58 AM
12	Ensuring staff have the resources, guidance, and mentoring they need when you can't afford to go external	4/30/2025 3:43 PM
#	OTHER FINANCE OFFICE TOPIC 1:	DATE
1	Cyber security	5/20/2025 2:08 PM
2	Use of AI in finance	5/16/2025 2:28 PM
3	Time Organization	5/16/2025 11:08 AM
4	Fundraisers-AOS Requirements	5/16/2025 10:56 AM
5	Inventory/Fixed Assets	5/16/2025 10:34 AM
6	Transitioning from Treasurer's Assistant to Treasurer	5/16/2025 10:12 AM
7	Assisting principals in effectively spending their building budget	5/16/2025 10:10 AM
8	Fraud	5/14/2025 7:57 AM
9	USAS Manual Update	5/13/2025 3:42 PM
10	How to use AI in finance	5/13/2025 3:32 PM

Track Session Ideas for 2025 OASBO Annual SupportCon

11	Employee Leaves - Statute vs CBAs	5/13/2025 3:26 PM
12	PERRP Recordkeeping Updates (Not accident prevention)	5/13/2025 3:17 PM
13	I'm new so any topics would be helpful	5/9/2025 12:53 PM
14	Updated USAS Manual changes	5/9/2025 12:52 PM
15	Cross Training	5/9/2025 12:51 PM
16	Records retention in a larger room	5/9/2025 12:32 PM
17	Working with difficult staff members	5/7/2025 2:59 PM
18	Payroll and EMIS connection	5/7/2025 2:39 PM
19	1	5/7/2025 9:08 AM
20	Importing transactions-ESS into USPS, Inventory, USAS receipts, refunds, etc	5/5/2025 9:04 AM
21	x	5/5/2025 8:29 AM
22	Grants	5/2/2025 11:05 AM
23	Office and Tech tools with AI	5/2/2025 10:49 AM
24	USAS Manual Update	5/1/2025 12:42 PM
25	Best practices	5/1/2025 9:03 AM
26	New and retired account code usage	5/1/2025 9:03 AM
27	New USAS Manual account changes	5/1/2025 8:41 AM
28	Relieving the stress and tension of Office politics after the clock stops. Time and Stress management techniques.	5/1/2025 8:35 AM
29	Methods and alternatives of cash handling in schools, ATMs, mobile electronic ticketing	5/1/2025 8:16 AM
30	How to handle insubordination.	5/1/2025 7:58 AM
31	School funding issues	5/1/2025 7:15 AM
32	Money handling	5/1/2025 7:00 AM
33	Excel basics	4/30/2025 5:50 PM
34	Work from home during off season and professional days	4/30/2025 4:29 PM
35	How to make managing inventory simpler or digitized?	4/30/2025 3:34 PM
#	OTHER FINANCE OFFICE TOPIC 2:	DATE
1	Cash Handling-how to combat the frustrating things employees do even though they are advised not to. Especially given mishandling comes back to the treasurer.	5/16/2025 10:56 AM
2	Handling Turnover	5/16/2025 10:34 AM
3	Title I allowable items/unallowable items	5/16/2025 10:10 AM
4	Budget and Budget Tracking	5/14/2025 7:57 AM
5	Revenue sources: Real estate taxes, income taxes, etc.	5/13/2025 3:42 PM
6	Annuity Programs	5/13/2025 3:26 PM
7	ERP Fixed Assets	5/13/2025 3:17 PM
8	Best policies for getting staff members to follow procedures set out	5/7/2025 2:59 PM
9	Excel spreadsheets - payroll based - ability to share	5/7/2025 2:39 PM
10	Inventory	5/5/2025 9:04 AM
11	x	5/5/2025 8:29 AM

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12	Benefit breakdowns for when you don't have HR	5/2/2025 10:49 AM
13	How to properly communicate and enforce budgets with staff	5/1/2025 9:03 AM
14	Effective Student Activity Fundraising	5/1/2025 8:16 AM
15	How to document transactions.	5/1/2025 7:58 AM
16	Health Coverage Benefits	4/30/2025 4:29 PM
#	OTHER FINANCE OFFICE TOPIC 3:	DATE
1	Vendor numbers...if EIN changes, should a new vendor be created or change in existing screen? Ive gotten mixed answers over the years.	5/16/2025 10:56 AM
2	Anything for accounts receivable?	5/13/2025 3:42 PM
3	Minimizing Banking Costs	5/13/2025 3:26 PM
4	State and Federal Thresholds for Tracking Assets	5/13/2025 3:17 PM
5	Helpful hints while working with the auditors	5/7/2025 2:59 PM
6	Tax updates and information	5/7/2025 2:39 PM
7	IPDP options	5/5/2025 9:04 AM
8	x	5/5/2025 8:29 AM
9	Tips and tricks for smooth payroll processes	5/2/2025 10:49 AM
10	Reconciling EMIS with State Foundation payment	5/1/2025 9:03 AM
11	Safe crowdfunding for schools	5/1/2025 8:16 AM
12	Record retention law and procedure.	5/1/2025 7:58 AM
13	Pay Tier	4/30/2025 4:29 PM

Q4 What pressing issues/topics would be most beneficial for you to learn more about at this year's Annual SupportCon? Please list one topic per field.

Answered: 74 Skipped: 135

ANSWER CHOICES	RESPONSES
Topic 1:	100.00% 74
Topic 2:	56.76% 42
Topic 3:	41.89% 31
Topic 4:	22.97% 17
Topic 5:	17.57% 13

#	TOPIC 1:	DATE
1	Cyber Security	5/20/2025 2:11 PM
2	New USAS manual	5/20/2025 2:09 PM
3	GASB 101	5/16/2025 2:34 PM
4	SERS rule change on compensation subject to retirement	5/16/2025 1:34 PM
5	Oranization	5/16/2025 11:09 AM
6	Change in USAS codes	5/16/2025 10:58 AM
7	salary step-ups	5/16/2025 10:39 AM
8	legislation Latest impact on schools	5/16/2025 10:36 AM
9	Updates in the USAS Funds	5/16/2025 10:35 AM
10	Transitioning from A/P - Payroll - Treasurer Assistant to Assistant Treasurer or actual Treasurer	5/16/2025 10:13 AM
11	USAS account code changes	5/16/2025 10:11 AM
12	Changes from the federal level	5/16/2025 10:11 AM
13	AI	5/16/2025 10:09 AM
14	fraud prevention	5/14/2025 11:12 AM
15	Payroll Law	5/14/2025 9:23 AM
16	Payroll and SERS/STRS	5/14/2025 8:05 AM
17	ACCOUNTING ESSENTIALS FOR ACCOUNTS PAYABLE	5/14/2025 7:58 AM
18	Five year forecasting	5/13/2025 3:56 PM
19	insurance checklists, onboarding & exiting ee's	5/13/2025 3:51 PM
20	Email Communication & Communication in general	5/13/2025 3:51 PM
21	Update on State's biennium budget	5/13/2025 3:44 PM
22	zdfgv c	5/13/2025 3:38 PM
23	Fraud	5/13/2025 3:32 PM

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24	Team building	5/13/2025 3:18 PM
25	USAS Manual Changes	5/13/2025 3:17 PM
26	What Auditors want!	5/13/2025 3:07 PM
27	unknown	5/13/2025 3:03 PM
28	overtime	5/13/2025 2:59 PM
29	1099 vendors, how when and why to apply	5/13/2025 12:43 PM
30	Streamlining payroll processes	5/12/2025 8:44 AM
31	UPDATES IN USAS ACCOUNTS & THEIR IMPACT	5/10/2025 2:05 PM
32	Switching from eFP back to State Software	5/9/2025 3:20 PM
33	Streamlining payroll	5/9/2025 1:46 PM
34	negotiated agreements	5/9/2025 1:20 PM
35	I'm new so any topics would be helpful	5/9/2025 12:54 PM
36	Updated USAS Manual changes	5/9/2025 12:53 PM
37	USAS	5/9/2025 12:52 PM
38	STRS Advance	5/9/2025 12:44 PM
39	New account codes	5/9/2025 12:32 PM
40	Legal updates in payroll	5/9/2025 12:28 PM
41	Contracts	5/9/2025 12:25 PM
42	AP fraud	5/7/2025 3:06 PM
43	Payroll account codes - new USAS manual	5/7/2025 2:41 PM
44	ESS and USPS processing	5/5/2025 9:05 AM
45	AI	5/5/2025 8:29 AM
46	Excel	5/2/2025 10:53 AM
47	updates on any audit info	5/2/2025 8:56 AM
48	USAS Manual Updates	5/1/2025 12:43 PM
49	Child Support/Garnishment Guidelines	5/1/2025 12:13 PM
50	USAS Manual	5/1/2025 9:54 AM
51	New Budgetary Coding	5/1/2025 9:26 AM
52	new payroll rules	5/1/2025 9:09 AM
53	Garnishments	5/1/2025 9:06 AM
54	USAS Manual changes	5/1/2025 9:04 AM
55	Budgeting	5/1/2025 8:58 AM
56	The Use and Liabilities of AI Created Content	5/1/2025 8:32 AM
57	Overpayment treatment.	5/1/2025 8:00 AM
58	On Boarding Tips, Tricks & Systems	5/1/2025 7:40 AM
59	fmla leaves	5/1/2025 7:36 AM
60	Overtime calculation	5/1/2025 7:35 AM
61	Account code changes	5/1/2025 7:15 AM

Track Session Ideas for 2025 OASBO Annual SupportCon

62	Ap related topics	5/1/2025 7:13 AM
63	Employee relations	5/1/2025 7:05 AM
64	EMIS + Payroll - Combined Training	5/1/2025 6:32 AM
65	coding changes	4/30/2025 10:44 PM
66	Cybersecurity	4/30/2025 5:52 PM
67	Health Insurance Benefit Assistance/ Wellness Programs	4/30/2025 3:55 PM
68	Benefit saving ideas whether through consortiums, medical plan changes, etc	4/30/2025 3:43 PM
69	To be honest, I am so new to this role that anything presented would be beneficial!	4/30/2025 3:41 PM
70	procedural documents relating to payroll	4/30/2025 3:36 PM
71	Making payroll less cumbersome for new payroll people.	4/30/2025 3:35 PM
72	Staff EMIS reporting	4/30/2025 3:34 PM
73	test	4/25/2025 9:54 AM
74	a	4/25/2025 9:32 AM
#	TOPIC 2:	DATE
1	AI	5/20/2025 2:11 PM
2	Payroll risk mitigation	5/16/2025 2:34 PM
3	Efficiency	5/16/2025 11:09 AM
4	Updates on current legislation and how they affect our supporting roles	5/16/2025 10:58 AM
5	New programs processings for balancing	5/16/2025 10:36 AM
6	State software - ALWAYS good!	5/16/2025 10:11 AM
7	Title I compliance for purchasing	5/16/2025 10:11 AM
8	Fraud Controls	5/16/2025 10:09 AM
9	AI	5/14/2025 11:12 AM
10	Round table on how other districts process there payroll	5/14/2025 9:23 AM
11	Payroll areas of concern	5/14/2025 8:05 AM
12	Using communication strategies to inform the Board, the leadership team, and community.	5/13/2025 3:56 PM
13	Best Practices	5/13/2025 3:51 PM
14	USAS Manual Update	5/13/2025 3:44 PM
15	Health Benefits Trends	5/13/2025 3:32 PM
16	PERRP Recordkeeping Updates (Not accident prevention)	5/13/2025 3:17 PM
17	excel and word programs	5/13/2025 12:43 PM
18	STAFF EMIS REPORTING (TIES TO FUNDING)	5/10/2025 2:05 PM
19	Overtime Laws, Rules, and Regulations	5/9/2025 3:20 PM
20	Leave management systems	5/9/2025 1:46 PM
21	Coding	5/9/2025 12:52 PM
22	Calendar Year End Closing	5/9/2025 12:44 PM
23	Overtime	5/9/2025 12:25 PM
24	Reports	5/7/2025 3:06 PM

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25	Annuity rules - taxes rules	5/7/2025 2:41 PM
26	IPDP options	5/5/2025 9:05 AM
27	Transitioning from 26 - 24 Pays in eRP	5/1/2025 12:43 PM
28	USAS Manual Updates	5/1/2025 9:54 AM
29	What are auditors looking for and how to correct	5/1/2025 9:26 AM
30	benefit changes	5/1/2025 9:09 AM
31	Strategic Budgeting	5/1/2025 8:58 AM
32	Preserving Public Schools Systems in the Face of a Privatization Pressures	5/1/2025 8:32 AM
33	Ethics surrounding payables.	5/1/2025 8:00 AM
34	Blended rate calculations	5/1/2025 7:35 AM
35	Vendor management	5/1/2025 7:15 AM
36	Money handling	5/1/2025 7:05 AM
37	Payroll Item Corrections - Different Scenarios	5/1/2025 6:32 AM
38	EFP shortcuts	4/30/2025 5:52 PM
39	Social Security Fairness Act	4/30/2025 3:55 PM
40	Employee Compensation - what are others doing	4/30/2025 3:43 PM
41	exiting/onboarding procedures	4/30/2025 3:36 PM
42	FMLA and Leave of Absence	4/30/2025 3:34 PM
#	TOPIC 3:	DATE
1	House Bill 96	5/16/2025 2:34 PM
2	Updates on any systems that we deal with regularly...STRS/SERS etc	5/16/2025 10:58 AM
3	How to improve communication among departments	5/16/2025 10:36 AM
4	Expense reimbursements-what receipts are needed	5/16/2025 10:11 AM
5	What's ahead in health insurance and benefits	5/16/2025 10:09 AM
6	payroll tips & tricks	5/14/2025 11:12 AM
7	system that other districts use	5/14/2025 9:23 AM
8	Dealing with the constant stress	5/13/2025 3:56 PM
9	A.I. in the Fiscal Office	5/13/2025 3:32 PM
10	ERP Fixed Assets	5/13/2025 3:17 PM
11	AI for writing documents and calculating totals	5/13/2025 12:43 PM
12	OVERVIEW OF SCHOOL FUNDING CHANGES	5/10/2025 2:05 PM
13	Effective union negotiation strategies/absolving past practice rules	5/9/2025 3:20 PM
14	Budgeting	5/9/2025 12:52 PM
15	941 Quarterly Tax Return	5/9/2025 12:44 PM
16	E.M.I.S.	5/9/2025 12:25 PM
17	Record keeping	5/7/2025 3:06 PM
18	Creating templates in redesign	5/7/2025 2:41 PM
19	Importing transactions - Tips & Tricks	5/5/2025 9:05 AM

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20	Coding	5/1/2025 9:54 AM
21	wage garnishments	5/1/2025 9:09 AM
22	How to make a budget	5/1/2025 8:58 AM
23	Automation of Workflow Best Practices	5/1/2025 8:32 AM
24	Required docking procedures.	5/1/2025 8:00 AM
25	Best tips for USPS payroll users	5/1/2025 7:35 AM
26	Ohio school funding	5/1/2025 7:15 AM
27	P-Card process	5/1/2025 7:05 AM
28	Balancing Issues in both USAS and USPS	5/1/2025 6:32 AM
29	Grants basics	4/30/2025 5:52 PM
30	STRS Retiring Early	4/30/2025 3:55 PM
31	Overtime	4/30/2025 3:34 PM
#	TOPIC 4:	DATE
1	Forming a Treasurer's office team	5/16/2025 10:09 AM
2	employee ethics	5/14/2025 11:12 AM
3	FMLA	5/14/2025 9:23 AM
4	State and Federal Thresholds for Tracking Assets	5/13/2025 3:17 PM
5	travel claims what expenses are allowed and not allowed, how do others deal with transportation allow rental cars / ubers instead of rental cars	5/13/2025 12:43 PM
6	MEDICAL INSURANCE TRENDS / OPTIONS	5/10/2025 2:05 PM
7	Bonefish/Strategic Solutions	5/9/2025 3:20 PM
8	How can I make me a better me	5/9/2025 12:44 PM
9	Severance	5/9/2025 12:25 PM
10	New account changes per DEW and what is yet to come	5/7/2025 3:06 PM
11	using redesign advanced search grids	5/7/2025 2:41 PM
12	How to stop a budget from breaking	5/1/2025 8:58 AM
13	Negotiating a Hostile Political Climate	5/1/2025 8:32 AM
14	Finding for Recovery explanation.	5/1/2025 8:00 AM
15	MUNIS training	5/1/2025 7:05 AM
16	Roundtable for Finance	5/1/2025 6:32 AM
17	403B/457	4/30/2025 3:55 PM
#	TOPIC 5:	DATE
1	Workers Comp	5/14/2025 9:23 AM
2	how to deal with unhappy, angry staff when not getting reimbursed what they think they should be allowed	5/13/2025 12:43 PM
3	STATE SOFTWARE UPDATES AND ENHANCED FEATURES	5/10/2025 2:05 PM
4	Dealing with difficult employees	5/9/2025 3:20 PM
5	When to say NO?	5/9/2025 12:44 PM
6	Best way to train new staff about the Treasurer's Office procedures...they are all terrified of us and won't ask for help.	5/7/2025 3:06 PM

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7	using redesign reports better	5/7/2025 2:41 PM
8	Catching a breaking budget before it collapses	5/1/2025 8:58 AM
9	Building and Maintaining Community Support	5/1/2025 8:32 AM
10	Workplace etiquette expectations.	5/1/2025 8:00 AM
11	Job description	5/1/2025 7:05 AM
12	Tips and Tricks for Finance	5/1/2025 6:32 AM
13	Tax Guidance for Employees	4/30/2025 3:55 PM