

From the Director's Desk



**Tom Grabill, ESC
Executive Director**

Educational Services Company has been in business for over 15 years. For the last seven and one-half years I have been privileged to follow Dave Anderson and Pearson Miller in serving as Executive Director of the company. It has been a truly rewarding experience for me; I really enjoy working with school people.

Beginning October 1, Tom Mandon will assume the role of Executive Director, and I will move into the role of consultant. As Executive Director it has been both fun and a challenge to match the right consultant(s) with the appropriate school corporation in order to provide the needed services. In the last six years, ESC has helped over 250 of the 293 Indiana school corporations in addition to working with IASBO, IAPSS, and IDOE.

Over the years our services have changed, as needs have changed, and the number of our consultants is now over forty. Under Tom Mandon's leadership, our company will continue to evolve, grow, and provide assistance that schools need. Service is part of our name, and the key to our success is service. Please welcome Tom Mandon and call him to match your needs with our experience and expertise.

Educational Services Company

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**Business hours:
7:30 a.m. to 4 p.m.,
Monday-Friday**

Educational Services Company Combines Talents with R. E. Sutton

Educational Services Company is pleased to announce a new joint venture with R.E. Sutton and Associates, a communication company called Connection Point Benefits.

Both companies have been asked several times for an answer to the emerging problem of communicating directly with each staff member when nearly every school corporation is thinly staffed in the area of Personnel/ Human

Resources. School corporations want to be sure each employee understands the various benefit offerings, both in core benefits and optional programs available to staff. Corporations wanted help on a short-term basis from people who understood their plan features, and most vendors did not provide such a service. With consumer-driven health plans becoming a bigger part of each corporation's overall benefit offering, there has been an increasing need for a new service offering extensive expertise. School clients will be able to access the service via ESC or R.E. Sutton's organization. More about this service will be forthcoming, and, as always, you may contact us for additional information.

Lighten Up! One Wish:

Three buddies die in a car crash. They go to heaven, and during orientation they are all asked, "When you are in your casket and friends and family are mourning you, what would you like to hear them say about you?"

The first guy says, "I would like to hear them say that I was a great doctor and a great family man." The second guy says, "I would like to hear that I was a wonderful husband and school teacher and that I made a huge difference in the lives of my students."

The last guy, after much thought, replies, "I would like to hear them say.....LOOK! HE'S MOVING!!!"

Coming Attraction

Beginning soon,
look for us online at

www.educationalservicesco.com

Someone You Should Know



Tom Mandon

Educational Services Company is pleased to welcome Tom Mandon as its new Executive Director beginning in October, 2006.

Tom began his career in education as a middle school science teacher in the Portage Township Schools, Portage, Indiana. After 3½ years in the classroom, he became a business official in Portage Township. That position began his experience as a school business official, and he has served in that capacity for 29 years, including the last four years in the Greenwood Community School Corporation, Greenwood, Indiana. One of the things Tom has enjoyed most about his career as a school administrator is the chance to create opportunities and solve problems for administrators and teachers, thus enabling them to provide opportunities for children.

When asked about challenges for Indiana school districts, Mandon said, "The challenges facing school corporations include maintaining a sound fiscal base in an ever-changing funding environment; keeping up-to-date with an ever-increasing number of personnel and fringe benefit compliance measures; and making the school community aware of many positive things happening in our schools." Mandon says he is excited about the opportunity to join Educational Services Company because he sees ESC as a provider of opportunities and problem solving for school corporations to enable schools and school officials to provide opportunities for children. He believes ESC helps school corporations to be good fiscal stewards, and he can assist ESC to continue that mission.

In his spare time, Tom enjoys golf, yard work, reading, and the time after he works out on his elliptical trainer. He is married to Sally, and they are blessed with two wonderful children-Carrie Blackwell (husband Tony) and Ben Mandon (wife Addy). Ben and Addy are the parents of Tom and Sally's first grandchild, Niklaus, 3 ½, and Carrie and Tony recently welcomed five-month-old Sophie. Tom and Sally spoil both of their grandchildren as often as they can.

Educational Services Company is happy to welcome Tom Mandon as its new Executive Director and believes that Tom Mandon is Someone You Should Know.

New 403(b) Regulations Coming

After waiting four or five years and auditing hundreds of public schools nationwide, the federal government is poised to release new regulations for 403(b) voluntary plans (IASBO will have a workshop on the new regulations in February, 2007). Experts agree, and a look at the proposed regulations make clear, that the government will mandate more employer control and oversight from the time of enrollment through the retirees' delayed withdrawal at age 70 1/2. Clearly these new rules will require much more work from central offices' personnel departments. At Educational Services Company, we believe that these added responsibilities for an already stressed administration team will create several tracking and corporate difficulties. For that reason, we have been examining several possibilities and hope to have an easier process for our school clients before the final effective date for implementation. We hope to have some test cases up and running on our website within the next several months. In the meantime, if you have any questions or wish to learn more please contact our office at 888-351-3535.



The Transportation Operating Fund is upside down

For those schools with contract drivers, there is new legislation that may help.

Please call for details.

New Hires

Educational Services Company is happy to welcome four new people to our cadre of experts, bringing our total number of consultants to over 40.



Dave Bowen

Dave Bowen is the first architect to join the firm. A registered architect, Dave has been in practice for over 40 years. A graduate of Cathedral High School in Indianapolis, he received his Bachelor of Science in Architecture from the University of Cincinnati. After graduation, Dave served in the US Army Reserve. Except for one year, he has been in private practice throughout his career. Dave retired as an executive vice-president and partner with the Odle McGuire & Shook Corporation in 2002. During his career with Odle McGuire & Shook, Dave was partner-in-charge of many public school projects throughout the state. He currently serves on the School Property Tax Control Board. Dave and his wife Eileen have raised seven children and reside in Fishers, IN. We envision Dave assisting schools with the front-end activities of the **Design-Build approach** to school construction by serving schools as the design criteria developer.

Ed Matthews is the President and owner of Edward Matthews Insurance Associates in Indianapolis. Employed by Gregory & Appel for eleven years, he designed, implemented, and serviced large commercial accounts. Ed began his college education at Virginia Commonwealth University and then transferred to Ball State where he graduated with a degree in Business Administration with a minor in management. Ed's memberships and affiliations include being on the Board of Directors of Independent Insurance Agents, President of the Sunrise Rotary Club, and a member of the Ball State University Business School Advisory Board. He is also a past board member of Big Brothers Big Sisters. Ed is also the very proud grandfather of seven grandsons. Ed will be assisting schools with property and casualty issues and is already working with the School City of Hammond.



Ed Matthews



Ron Emrick

Ron Emrick served as the Chief Financial Officer and Executive Director of Business Operations in the East Allen County Schools from 1996-2005. Prior to that time, he served as the Financial Assistant from 1987-1996. Ron's responsibilities have been varied: transportation, food service, facilities, technology, purchasing, textbook rental, and accounts payable. Prior to joining the East Allen County Schools, Ron worked in General Accounting at Rea Magnet Wire Company, and, prior to that time, worked at a CPA firm and in industrial accounting. Ron and his wife Arlene live in Fort Wayne.

Bringing her expertise and experience in the Treasurer's position as well as payroll and accounts payable, ESC is happy to welcome **Patricia (Pat) Green**. Pat attended Marian College and IUPUI, and has had extensive experience in the business of being a school treasurer and wide-ranging knowledge of budget finance and payroll processing. Pat began her career with schools as the Secretary/ECA Treasurer at Northeast Elementary School in Greenwood, and she was employed by the Greenwood schools until retiring as the school corporation Treasurer in 2003. Pat currently does training and support for Greenwood Community School Corporation, the Central Nine Career Center, and Southeast Dubois School Corporation.



Patricia Green

Educational Services Company is pleased to welcome these four talented people to the Team.

Return Service Requested

Across the Board

Mary Ann Ripperger, Bev Walters, and Pat Green have been working with training for payroll, treasurer, and personnel. In addition, Mary Ann is assisting Benton Community with tracking the expenditures for its construction projects.

Jerry Moore, Tim Jackson, Tony Broadwell, Tim Armstrong, Bill Roberson, and Ron Emrick have been helping many schools with their 2007 budgets. **Bob Menzie** finished his first furniture and equipment project for Goshen's new elementary school. He and **Pete Apple** are now focusing on projects at Franklin Township, MSD of Wayne Township, Plainfield, and Noblesville. **Don Dyck** has mentored building principals as well as facilitating long-range planning studies for Brownsburg and Clark-Pleasant. **Jerry Moore, Pete Rump, George Dickison, and Bill Roberson** are also involved in feasibility studies.

Bill Gall, Dick Cook, Jackie Beery, Joe Scher, and Niles Pfafman are assisting schools as interim business managers or interim superintendents. **Duane Fleener, Jackie Beery, Niles Pfafman, and Bill Roberson** are all involved in collective bargaining for schools. **Denny Deter** and **Jeannie Zurawski** continue to provide actuarial services for schools with forfeiture redistribution calculations and Fund 63 calculations for schools that did not do a total buyout of retirement/severance benefits.

Doug Cassman and **Dave Widdifield** keep providing benefit advice to an increasing number of school corporations. For several school corporations, the number of teachers rified is directly related to the increase in costs for medical coverage. **Bill McKinney** recently completed a special education study for Anderson Community Schools and is starting a study for South Henry. **Nate Day** is busy with financial advisor services for bond issues at Franklin Township, Clark-Pleasant, MSD of Wayne Township, and Danville.

*Please stop by and visit with us at the ISBA/IAPSS annual meeting on September 25, 2006.
You will find us at Booth #430.*