



STUDENT HANDBOOK

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INTRODUCTION

The NDSBMCP, administered through the North Dakota School Boards Association (NDSBA), and the North Dakota Association of School Business Managers (NDASBM), provides voluntary professional development for persons employed as school business managers in North Dakota and those aspiring to become school business managers in the state. Such individuals who successfully complete the required coursework will receive a final official certificate issued by NDSBA and NDASBM.

NDSBA and NDASBM have developed this certification program to provide professional development to school business managers and to institute a means of recognizing the professional knowledge and accomplishments of school business managers in North Dakota schools.



STATEMENT OF NONDISCRIMINATION

NDSBMCP does not discriminate on the basis of race, color, religion, sex, age, national origin, disability, marital status or public assistance, in accordance with applicable laws. NDSBMCP will not tolerate any discrimination, and any such conduct is prohibited. NDSBMCP also prohibits any form of discipline or retaliation for reporting incidents of discrimination. The following person has been designated to handle inquiries regarding the non-discrimination policy:

Alexis Baxley, Executive Director

North Dakota School Boards Association

1224 West Owens Ave.

Bismarck, ND 58501

800-932-8791

alexis.baxley@ndsba.org



PROGRAM OBJECTIVES

The objectives of NDSBMCP shall be:

1. To develop and offer a certification program that is accessible to school business managers statewide and aids North Dakota school business managers in becoming adept at their professional duties;
2. To develop and offer continuing education opportunities for business manager certificate recipients to foster continued professional growth by expanding their knowledge and skills; and
3. To identify and implement strategies for emphasizing and/or elevating the professional status of the school business manager occupation in North Dakota.

LEARNING GOALS

The learning goals for the NDSBMCP are based upon three components:

1. Association of School Business Officials (ASBO) national certification standards;
2. State laws related to business managers' roles and responsibilities; and
3. North Dakota business manager training needs survey.

Upon completion of the certification program, business managers should:

1. Demonstrate knowledge of the primary and secondary educational environment including, but not limited to:
 - Knowledge of state and federal legal frameworks, requirements, and restrictions within which primary and secondary schools operate;
 - Knowledge of who is responsible for school district operations and their various functions (e.g., board, superintendent, business manager, principal, teachers, support staff, students, and public); and
 - Knowledge of school roles and functions--internally, in the community, in relation to other schools, and intergovernmentally.
2. Display competency in school finance administrative practices including:
 - Banking, lending, and investing;
 - Budget development and management;
 - Audit preparation; and



- Mill levy certification and compliance with other state and federal funding filing requirements.
3. Demonstrate ability to manage and effectively utilize school data and records, including:
 - Perform strategic planning;
 - Perform budget forecasting;
 - Adeptly utilize data management systems;
 - Maintain district records in accordance with best practices and law; and
 - Prepare board packets and identify and disseminate other board resource material necessary for decision making.
 4. Display competency in other school business administration practices, including:
 - Human resources;
 - Ancillary services: transportation, facilities, etc.;
 - School elections;
 - Bidding and procurement; and
 - Inventory.

ENTRANCE REQUIREMENTS

To be eligible for admission into NDSBMCP, applicants must:

1. Complete and submit to NDSBA a NDSBMCP application;
2. Have received a high school diploma or GED;
3. Be either a North Dakota resident or employed in a North Dakota school;
4. Received approval to participate in the certification program from the school board in the district of employment (if currently a school employee); and
5. Be a member of the North Dakota Association of School Business Managers.



CERTIFICATION REQUIREMENTS

To receive North Dakota School Business Manager Certification the following criteria must be met:

1. Successfully complete NDSBMCP program requirements within a five-year period from the date of enrollment.
2. Submit the Certification Completion Form to NDSBA prior to graduation. This information is required for certification.
3. Certification is provided for a period of three years. Once initial certification is granted, 15 hours of continuing education units must be completed during that three-year period and a re-certification request form filed with NDSBA in order for the certificate to be renewed.

COURSE REQUIREMENTS

INITIAL CERTIFICATION

In order to meet the course requirements for a Certified North Dakota School Business Manager, candidates must successfully complete 61 hours of training.

INTRODUCTORY COURSES (20 HOURS)

1. Introduction to accounting* (3 hours)
2. Introduction to payroll* (3 hours)
3. Introduction to school district operations (2 hours)
4. Business manager roles and responsibilities (3 hours)
5. Open records and meetings (2 hours)
6. Introduction to school finance (3hours)
7. State funding and reporting systems (2 hours)
8. Federal funding and reporting systems (2 hours)

*Test-out option available



INTERMEDIATE COURSES (17 HOURS)

1. School law for business managers (2 hours)
2. Records management and retention (2 hours)
3. School elections (2 hours)
4. Bidding, purchasing, and inventory (2 hours)
5. Human resources I (3 hours)
6. Budget, budget forecasting, and school accreditation (3 hours)
7. Audit preparation and internal controls (3 hours)

ADVANCED COURSES (15 HOURS)

1. Human resources II (3 hours)
2. Business manager's role in negotiations (2 hours)
3. Asset management, investing, and bonding (4 hours)
4. Ancillary services management (3 hours)
5. Data-driven decision making and board reporting (3 hours)

AFFILIATE COURSEWORK (9 HOURS)

Certification candidates are required to complete 9 hours of training at NDSBA and/or NDASBM-sponsored events. Attendance at events not hosted by NDSBA will be verified by submitting an attendance verification form to NDSBA (available from event sponsors at the close of each conference or event day). Candidates will receive one hour of credit for each full day (five hours or more) of attendance at an NDSBA and/or NDASBM-sponsored event, pro-rated for conferences or events shorter in duration. Affiliate credit is also available for attendance at National School Boards Association events and Association of School Business Officials International events upon submitting proof of attendance. NDSBMCP may designate other training opportunities as affiliate coursework and will notify students and program completers of these events. Events that will not be approved as affiliate coursework include, but are not limited to, software and other vendor-initiated training and events that are applicable only to select business managers (e.g., ND Small Organized Schools training).



Candidates may receive credit for obtaining a college degree and/or professional license. The degree or license must be pertinent to the business managers role. Examples of a qualifying college degree or professional license include, but are not limited to, masters of education (M.Ed.) or certified public accountant (CPA). Students must obtain approval from the NDSBMCP Curriculum Committee for the program of study or license prior to receiving credit. A written request must be submitted by the student to the North Dakota School Boards Association. The curriculum committee will notify the student of its decision within two weeks. Credit will not be available for a college degree or professional license obtained prior to 2020; however, if continuing education hours are required to maintain a license, e.g., CPA, credit may be awarded upon approval by the NDSBMCP Curriculum Committee.

Candidates will receive one hour of credit for every credit earned in the course or one hour of credit for every eight hours of continuing education credit completed. Credit will be pro-rated based on hours completed. Students will have one year to submit proof of completion of the class or continuing education hours for credit.

RE-CERTIFICATION (15 HOURS)

In order to recertify after an initial or renewal certificate has expired, the candidate for recertification must file an application for recertification with NDSBA and have completed 15 hours of continuing education units within a three-year period from the date of initial or renewal certification. At least five of the fifteen hours must come from the NDSBA School Board Convention, NDSBA Law Seminar, NDSBA Negotiations Seminar, or NDASBM Spring Workshop¹. Re-certification application forms must be submitted within 10 days of the certification or renewal certification anniversary date unless this deadline is waived by NDSBMCP for good cause. Failure to re-certify in a timely manner may require repeating portions of the initial certification process.

NDSBMCP graduate students unable to complete the 15 continuing education credit hours within the three-year time period may be granted a one-year extension upon approval by the NDSBMCP Curriculum Committee. Extension requests must be sent to the North Dakota School Boards Association prior to the initial or renewal certification anniversary date. The curriculum committee will notify the student of its decision within two weeks.

¹ This applies to students starting an initial or renewal re-certification in 2020 or thereafter.



INSTRUCTORS

Instructors are selected by the NDSBMCP Curriculum Committee and are practitioners and/or experts in the fields of school business management, legal services, school administration, financial management, and other fields as determined by the NDSBMCP Curriculum Committee from across North Dakota.

PROGRAM FEES

Registration for each course is generally \$50 per credit hour. Students shall be responsible for the cost of course materials and books.

PAYMENT POLICY

Course fees are due prior to the start of class. A late fee of \$25.00 may be assessed if course fees are not paid within a reasonable timeframe.

A student who is in debt to NDSBMCP will not be entitled to receive a transcript of hours or a certificate until the indebtedness has been paid in full.

COURSE LOCATION

NDSBMCP will offer courses in Bismarck prior to NDSBA's Annual Convention and Negotiations Seminar. Certain courses, as determined by the Curriculum Committee, will also be offered online. Orientation courses will be offered in Bismarck. Students will receive login information to the NDSBMCP website from NDSBA staff upon enrollment to the program.

COURSE SIZE

There must be a minimum of 15 participants if a course is taught. This minimum may be waived by NDSBA if special circumstances dictate. This requirement may not apply to self-paced online courses.

COURSE ENROLLMENT

Students are asked to add or drop a class 10 business days prior to the class start date.



WITHDRAWAL POLICY

Students who need to drop a course once it commences are asked to contact rebecca.duben@ndsba.org.

Students will generally not receive a refund unless they have good cause for dropping as determined by the program administrator. Dropped courses will be reflected on the student's transcript until the class is successfully completed by the student.

COURSE COMPLETION DATE

Class completion dates will occur in a period after the face-to-face class meeting has concluded as determined by the instructor to allow students time to complete post-class meeting readings, any other assignments, and the final test or final assignment.

GRADING SYSTEM

At the completion of a course, each instructor reports a letter grade indicating the quality of a student's work in the course. NDSBMCP uses a standards-based grading system:

1. Mastery (M): Student has completed proficient work on all course objectives and advanced work on some objectives.
2. Proficient (P): Student has completed proficient work on the majority of and/or most important objectives, although not on all objectives. Students must receive at least a proficient to pass a course.
3. Developing (D): Student is missing a majority of and/or important objectives and is consequently at significant risk of failing the next related course or being unable to perform the skills covered in the course. Students who receive this designation will be required to retake the course.

Each instructor shall have discretion to determine computations or benchmarks for what constitutes mastery, proficient, and developing and shall place this explanation in their course syllabus. NDSBMCP shall establish a grading deadline for instructors at the end of each semester (Fall, Spring, and Summer). Grades will be available for review after these deadlines.

Students enrolled in the continuing education program will not be graded.



GRADING GRIEVANCES

A student who believes that they have received a grade that has been assigned in an unreasonable, discriminatory, arbitrary, or capricious manner or that is the result of a clerical mistake may contest the grade using the following procedure:

1. Appeals must be initiated within 30 days of receiving the grade. Failure to timely present the grievance in accordance with this procedure shall be deemed to be a waiver of the grievance process.
2. Appeals may be filed orally or in writing, must be filed with the NDSBA Executive Director and must cite one of the reasons listed above as a basis for the grievance.
3. The NDSBA Executive Director shall initiate an investigation upon receipt of a grievance filed in accordance with the procedure listed above. The NDSBA Executive Director shall review grading criteria, attendance records, and student's graded assignments and tests. The NDSBA Executive Director shall consult with the course instructor during this process and the student. Based on the findings, the NDSBA Executive Director shall render a decision within a reasonable time. The NDSBA Executive Director's decision to affirm or alter a grade shall be final and binding.

ASSESSMENT

NDSBMCP is committed to assessment of student learning as part of an ongoing effort to improve instruction and learning in courses. Each instructor is required to develop a plan for assessing learning in relation to those learning goals of the course and to communicate this assessment plan in the course syllabus. In addition, NDSBMCP shall periodically issue course and instructor evaluations to program participants.

ATTENDANCE

Attendance and participation in class activities are considered integral parts of certification. Since many courses are only a few hours or days in duration, attendance in classes is expected of all students. Attendance and, if applicable, participation will significantly impact grading.

COURSE CANCELLATION POLICY

If a course is cancelled, NDSBA shall attempt to notify students via email at least three days prior to the scheduled class date. In the event of a cancellation, instructors may post video lectures online for students to access or may reschedule the class meeting date.



PROHIBITION ON ACADEMIC DISHONESTY

Academic dishonesty includes, but is not limited to, cheating on a test, plagiarism, and collusion and is prohibited. Academic dishonesty may be treated as an academic matter or as a disciplinary matter at the discretion of the instructor. The instructor may reflect the incident of dishonesty in the student's grade. If the student has a grievance related to this action, that grievance may be filed in accordance with the NDSBMCP grading grievance procedure. Alternatively, the instructor may refer the case as a disciplinary matter to the NDSBA Executive Director, who is authorized to take disciplinary action, which may include, but not be limited to, withholding course credit, suspending participation in the program, or permanently removing the individual from the program. Prior to making a disciplinary decision, the NDSBA Executive Director shall meet with the student, provide a detailed list of charges against them, the corroborating evidence, and offer them an opportunity to respond.

For the purposes of this policy, **cheating** includes, but is not limited to:

1. Copying from another student's test or assignment;
2. Possessing or using material during a test not authorized by the person giving the test;
3. Collaborating with or seeking aid from another student during a test without permission from the instructor;
4. Knowingly using, buying, selling, stealing, transporting, or soliciting in whole or in part the contents of an unadministered test;
5. Substituting for another student or permitting another student to substitute for oneself to take a test; and
6. Bribing another person to obtain an unadministered test or information about an unadministered test.

Plagiarism means the appropriation, buying, receiving as a gift, or obtaining by any means another person's work and the unacknowledged submission or incorporation of it in one's own work.

Collusion means the unauthorized collaboration with another person in preparing any academic work offered for credit.



STATEMENT OF PRIVACY: STUDENT'S INFORMATION

All information contained in each student's NDSBMCP record is considered confidential, except for the following: the student's name; address and telephone number; district of employment; photograph; degrees, honors, and awards received; and dates of attendance. If a student would like to opt out of release of any of the above information, they must complete and submit to NDSBA an opt-out form found on Page 14 of this handbook.



REQUEST TO OPT-OUT OF RELEASE OF PERSONAL INFORMATION

☐ Please do not release **any** of the following information; name; address and telephone number; district of employment; photograph; degrees, honors and awards received; and dates of attendance.

☐ Please do not release the following information: (check all that apply)

- ☐ Name
- ☐ Address
- ☐ Telephone number
- ☐ District of employment
- ☐ Photograph
- ☐ Degree, honor, and awards received
- ☐ Dates of attendance

☐ Please do not release directory information to (list): _____

Duration of request:

- ☐ This school year from (list dates) _____
- ☐ For the entire duration of my enrollment in the program

Students Name: _____

District of Employment: _____

Students Signature: _____

Date: _____



STUDENT HANDBOOK ACKNOWLEDGMENT FORM

I, _____ (print name), have read and understand the content, requirements, and consequences for violating the NDSBMCP Student Handbook policies and procedures. I agree to abide by all the directives and other requirements contained in this handbook. I understand that if I have questions at any time regarding this handbook, I will contact the North Dakota School Boards Association at 800-932-8791.

Student's Signature: _____

Date: _____







1224 West Owens Avenue, Bismarck, North Dakota 58501

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