



Taking Care of Business

"By the end of the decade, the Wisconsin Association of School Business Officials shall be the most influential organization on significant Wisconsin school business management issues."
WASBO Vision

A Bimonthly Publication of the Wisconsin Association of School Business Officials - Volume 13, Number 3 - June 2009



Tom Wohlleber Wallace E. Zastrow Award Recipient Sponsored by Wisconsin Investment Series Cooperative

Tom Wohlleber, Director of Business Services/Assistant Superintendent of Business and Employee Services, Middleton-Cross Plains Area School

District has been selected as the Wisconsin Association of School Business Officials (WASBO) 2009 Wallace E. Zastrow Award recipient. By virtue of this selection, Tom has been nominated for the prestigious 2009 ASBO International Eagle Award.

The Zastrow Award is awarded to a WASBO member who exemplifies the character and professional characteristics of commitment, dedication, leadership and service to community for many years. The Eagle Award honors ASBO members who have demonstrated exceptional leadership qualities, exemplary commitment and dedication to education and the School Business Official profession for many years and is a lifetime achievement award.

The Madison Area School Business Officials nominated Tom for the Zastrow Award. Diane Pertzborn notes, "Tom ... has the unique ability to be both highly professional and extremely personal as well. He takes every opportunity to guide, coach, mentor and show he cares for each of us as individuals while exhibiting a passion for high standards of excellence in the practice of our profession." In talking about Tom's role as WASBO President, Wendy Brockert says, "Tom represented WASBO professionally, proudly and with class. He is good at delegating tasks, organization and getting everyone involved. He served as a very strong leader of our organization." Superintendent of Middleton-Cross Plains Area School District, Dr. Donald Johnson, says, "Tom is a leader of great enthusiasm, humor and intellect. He embodies confidence without arrogance, strength with sensitivity, and creativity coupled with logic. It is a privilege to work with him."

WASBO nominated Tom for the Eagle Award. In support of that nomination, Dr. Johnson continued his comments about Tom by sharing "Tom embodies the qualities of leadership, commitment, honesty, hard work and community service...In the end, Tom is

the total package. He is a winner because he puts others first... Tom has been the business official for the past twenty years in the Middleton-Cross Plains Area School District...developed a reputation for being incredibly accurate...and balancing this financial acumen with the understanding of what our school system needs to develop a truly world-class school system. Although Tom is not charged with leading the curricular program, he is aware and interested in school improvement from the academic, to the fine arts, to the athletic program."

Tom's leadership in WASBO and ASBO is evident in numerous committees, positions and projects.

- ASBO Purchasing Research Committee
- WASBO President, 2007-08
- WASBO Board of Directors
- WASBO Nominating Committee
- WASBO Spring Conference Chair
- WASBO Accounting Committee Chair
- WASBO Safety Committee
- Madison Regional Affiliate Chair
- WASBO Advisor to the Wisconsin Association of School Boards
- School Finance Puzzle Planning Committee, Chair

Tom is definitely a unique colleague. Wendy Brockert sums it up best. "I have known Tom during my entire career as a business manager. He has always been willing to help me out with any problems I have had and share his thoughts and ideas... he is truly deserving of the award(s)."

See Additional Award Recipients on Page 13

- New School Business Official of the Year
- Facilities Manager of the Year
- Business Services Award
- Friend of WASBO

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Editor: Woody Wiedenhoeff



President's Message

How Many Hats are You Wearing?

WASBO
RISE to the Challenge



It is a pretty good guess that many of you are feeling overwhelmed at this time of year. Before we get to close the books on one school year, another one is starting. Some of us are greeting new hires at the same time lamenting the retirement of colleagues or others who have elected to leave our district for another. Some of us are building new green buildings while others are trying to maintain the historic landmarks that have housed education programs in our communities for yet another year. We could cite any number of ways where one district is very different than the district next door; I am going to venture a guess that we have something in common with all those working in education...we have more on our plates than we can handle at this time of year.

Take a minute to think about the number of roles you have juggled in the last few weeks. If you are a parent, you have been caregiver, taxi driver, cook, maid, friend, confidante, and problem solver. As summer activities approach, your willingness to volunteer at local events brings commitments for 4th of July bingo and beer tents and maybe a fundraising run, bike ride, or brat stand. You may be joining your church group building houses or helping others in need beyond the borders of your local community. Let's not forget the fun things like playing shortstop, trying to be a tennis star, kayaking, fishing, 4-wheeling, or the multitude of warm-weather pursuits that bring thrills, spills, and a few aching muscles. And then there's the

job. How many hats are you wearing in that arena?

Many authors write about work-life balance and the importance of taking care of yourself.

They remind us to cut back, take a work-free weekend, stop saying 'yes' to everything. I admit, I hardly ever follow that advice.

I engage in a common form of personal 'energy management'...I run the motor hard and fast and incur very little downtime. I can be seen speeding from one thing to another, sometimes without a plan, sometimes without a map, sometimes without a good timeline, and sometimes with very little power. Yes, it can be stressful and that can take its toll, but I find that I actually operate more efficiently when I have too much to do. I get L-A-Z-Y when I have little to do and lots of time to do it. Those are my most unproductive days. Like many of you, the variety of work, people, experiences, challenges, opportunities and crazy things that happen daily are what drew me to this profession and keep me here. There are times when I heed the reminder to slow down, put on the brakes, decelerate and other times I ignore that altogether because new opportunities just light me up.

But there is a big difference between electing to do something and having things piled on top of you. To me, those are the things that cause the most stress. There is a difference between not saying 'no' and being unable to say 'no'. At this time of year, you can end up pulling more of a load and taking on more because there is no one else to do it. I am constantly amazed at the work ethic that is present in each and every business manager, facility manager, service affiliate, bookkeeper and every other WASBO member. You are always looking for new ways to do things more effectively and efficiently to save time and money while



Diane Pertzborn
WASBO President

Continued on page 6



Exec's Reflections

Now is the Time for Leadership

Woody Wiedenhoeff
WASBO Executive Director

W A S B O members recognize the need for leadership in good times and bad. WASBO members pursue serving the best interests of Wisconsin students

through their vision, mission and strategic long-range plan. WASBO members develop their activities through sustainable planning. One hears that WASBO members are "bean counters". This is far from reality. WASBO members make decisions for tomorrow, not today. WASBO members know that leaders define the momentum of business. As we review the activities of WASBO members, implementing the WASBO strategic plan, several attributes become evident about the WASBO membership. WASBO members personify leadership values, not just management values.

What are those key differences?

Managers have employees; leaders win followers.

Managers react to change; leaders create change.

Managers have good ideas; leaders also implement them.

Managers communicate; leaders persuade.

Managers direct; leaders create teams.

Managers try to be heroes; leaders make heroes of everyone around them.

Managers take credit; leaders take responsibility.

Managers exercise power over people; leaders exercise power with people.

Using these values, we continue 62 years of legacy improvement. The 2008-09 WASBO Board meets for the last time and hands over the reins to the new 2009-10 WASBO Board on June 24, 2009. They continue to develop sustainable plans and activities that provide better and more effective services for members, and ultimately Wisconsin children. During the Spring Conference, President-Elect Keith Lucius asked members to submit ideas about needs for better serving the WASBO membership. This has been the history of our organization and continues to be our future. This value, the fundamental concept of networking, stays a prime source of professional improvement. In today's world, networking is a mandatory

value needed to move forward. As the WASBO team makes decisions in times like these, economic realities remind all of us to be leaders about the wise use of our resources. The WASBO team understands that in good times we are really getting ready for challenging times. The WASBO team also understands that challenging times give us opportunities for when good times return. WASBO understands today's decisions are not about today, but tomorrow.

When you have an opportunity, celebrate with your WASBO colleagues that we are about leadership. Celebrate that WASBO members are about new, innovative, creative, responsible and collaborative solutions versus just saving money and working in isolation. As we struggle with our economy, we can celebrate that we are part of the solution and continue to lead. The WASBO vision and mission is vibrant through our strategic planning process, which gives us a clear and optimistic future. We will not be standing still, we will be moving forward.

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President's Message

Continued from page 3

at the same time tackling more issues and wearing more hats. Keep up the good work!



Over the last year, I haven't said 'no' to anything. At times I did feel like I was wearing too many hats, but I don't regret it. Wearing the WASBO president's hat was one thing that took a lot of time, occupied my thoughts, and frankly had me wondering how I could be in two places at once. Yet the number of opportunities I had to meet people, go places, and talk about education leaves me knowing that it was all worth it. As I head off into the sunset and leave you in the able hands of Mr. Lucius, I want to thank all of you for the words of encouragement that you have offered, for the time we spent together in the pursuit of professional development, for the many times we laughed together, and for your support of this organization and all of the things which WASBO represents.

Meet Deb Saeger WASBO's Newest Staff Member

The challenges of change are a wonderful thing and bring us new opportunities. We are delighted to welcome a new member to our WASBO and WCASS staff, Deb Saeger. Some of you met Deb at the Spring Conference or have already talked to her on the phone. For those of you who have not had the pleasure of meeting Deb, you will find her pleasant and extremely interesting. She looks forward to making a difference for WASBO members and the WASBO team. She is ready to serve the needs of WASBO members on an individual and team basis. She is methodical, organized and has a quiet, enjoyable sense of humor when she communicates. I would like to share some quotes from Deb as she reflected about serving the WASBO members during the interview process. "I would like to work for an organization where I can be personally passionate. Every kid needs opportunities equally. I want to make a difference in society. I look

forward to working with members individually as well as in teams."



Deb came to the Madison area from Chicago, where she worked with Bostrom Corporation, a for-profit company specializing in administration, consulting and outsourcing for not-for-profit professional organizations. She worked as a Consultant, Systems Analyst and Manager. Her largest account was with the Society of Women Engineers. (Their annual conference had 3,000 plus attendees). She worked with Sustain Dane (non-profit association promoting environmental sustainability) when she came to Madison in March 2007. We are very fortunate Deb chose to join WASBO with her vast expertise in Administration, Project Management, Communications, Training and Technology.

You will be able to reach Deb at the WASBO office number or by email at saeger@wasbo.com.

Deb, welcome to WASBO!

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President - Elect's Corner

WASBO Board Focusing on Strategic Items

By Keith Lucius, Director of Business Services, Ashwaubenon School District

Keith Lucius
WASBO
President Elect

As I prepare for my year as WASBO President. I believe the new responsibilities will be both challenging and fun. One responsibility that I am not looking forward to is writing an article for every WASBO newsletter. During my 5 years on the WASBO Board, it has been a challenge to come up with an idea or insight to share once a year. As I thought about what knowledge or information I have to share that may be of interest to the membership, I came up with what I feel was a good idea. Why not use the President's article to update the members on what is happening at Board meetings?

Two years ago the Board established a goal to revise our governance structure. One issue that became clear, as we surveyed members at that time, was that most members did not know what the Board did. Hopefully my articles over the next year will provide our members with a better understanding of what issues are being discussed at Board meetings, and provoke members to contact Board members with ideas and issues that they would like the Board to discuss. Please feel free to contact me with your thoughts on what WASBO can do to better meet the needs of our members.

Another step in revising our board governance model is to focus each board meeting agenda on strategic issues. Recently, the board agenda format was changed to put more emphasis on items that have a strategic impact on WASBO. These items will be the first things on the agenda, will be discussion or planning focused, and will take up the bulk of the Board meeting time.

The WASBO Board took the first step toward the agenda revision at our April 22nd meeting. PI 34 and the mentorship program were the strategic focus of the agenda. There is a group of school administration officials working with a Title II grant for professional development in this area. Reasons why we need strong programs to help business officials new to the profession included:

- Sustaining WASBO membership
- Improving and maintaining the public perception of our profession
- Insight into future conference topics
- Opportunities to learn from our new members.

Next, the Board discussed how WASBO can help people new to the profession. We identified several strategies that assist new school business officials including:

- Mentoring
- Continuing education/conferences
- Expansion of the Electronic Resource Center
- Development of a handbook for new members
- Certification programs for facilities, bookkeepers, and other areas
- Clarification of requirements for licensure
- Working with WASB and WASDA to create awareness that there is a need for on the job training for new business officials
- Promoting public sector employment to attract high quality new business officials
- Encouraging regionals to be active in supporting new members

This information will be brought to the committee that is working on this project. Hopefully we will see some

improvements in support for new school business officials as a result of this group's work. We will communicate changes that are made as a result of this process as they are implemented. If you have additional suggestions for these topics, please share them with a WASBO Board member.

I hope all WASBO members have a fun and safe summer. As I mentioned, please feel free to contact me with any ideas that you have for strategic topics that the Board should discuss.

"Oh, my friend, it's not what they take away from you that counts. It's what you do with what you have left."

Hubert Humphrey

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Welcome New WASBO Directors and Treasurer



Wendy Brockert

**Business Manager
Lake Mills School District**

Regional Madison
Office Treasurer
Term July 1, 2009-
 June 30, 2012

Will continue through chairs of President
Elect and President



Jim Long

**Director of Business Services
Baraboo School District**

Regional Madison
Office Director
Term July 1, 2009-
 June 30, 2012



Charlie Kramer

**Director of Buildings & Grounds
Eau Claire Area School District**

Regional Northwest
Office Director
Term July 1, 2009-
 June 30, 2012



Scot Ecker

**Business Manager
Muskego-Norway School District**

Regional Southeast
Office Director
Term July 1, 2009-
 June 30, 2012

2009 Graduates of the Facilities Management Certification Program



WASBO Facilities Committee Co-chairs, Jim Beckmann (Glendale-Maple Hills) and Dale Zabel (Kettle Moraine) assisted DPI's Elizabeth Kane (also graduated this spring) in presenting the 2009 Facilities Manager Certification Program graduates with their certificates at the WASBO Spring Conference in May. Pictured front row left to right -

Jim Beckmann, Elizabeth Kane, Dale Zabel, Patrick Acker (Baraboo), Stan Acker, Joel Konze (Sparta), Norm Davis (Westby).

Pictured back row left to right Michael Lally (St. John's Lutheran Church & School), Robert Franks (Oconto), Stephen Hibbard (Concordia University), Mark Krutza (Stevens Point), Jennifer Buros (Westby), Patrick

Meyer (DePere), Jeff Siegman (South Milwaukee).

Not pictured - Dennis Draper (Wisconsin Dells), Robert Ellis (East Troy), Jim Gerber (USD 281), Rick Noe (Mauston), Warren Schmidt (Retired West Bend).

2009 WASBO Foundation Scholarship Recipients



Teresa Dallman

MetLife Resources \$4,000 Scholarship

Teresa graduated from Mauston High School at the top of her class. She was involved in many extracurricular activities including band, tennis, National Honor Society, Newspaper, and FFA. She has also given many hours of volunteer time to Meals on Wheels, Terrific Kids, Church Youth Group, the food pantry and Relay for Life. She has worked as a lifeguard and swim instructor as well as a Bank Teller at the Oakdale Credit Union. Teresa plans to attend UW - Eau Claire where she will prepare for a career in Elementary Education.



Jason Hansen

EMC Insurance Companies \$3,000 Scholarship

My name is Jason Hansen, and I am from the small town of Greenwood, WI. I am the salutatorian of a graduating class of 35 students. My plans are to go on to the University of Wisconsin- Eau Claire where I plan to earn a degree in History - Teaching. It's my goal to be a history college professor some day, and I have spent the last few years of my life doing things to help reach that goal.

I have been very busy during my four years of high school. I have acted in 4 one-act plays, 3 three-act plays, 2 musicals, and one Christmas play. I have won various awards for my acting for these performances and others. I've also been an actor in three 4-H plays as well as directing our play for 2009. I am currently president of the Willard-Braun 4-H club, and my senior year, I have been president of the Greenwood High School Student Council, National Honor Society, and Drama Club. I am also my class' vice president, the Future Business Leaders of America's vice president, and a Spanish Club member. Outside of school, I've taught 6th Grade Catholic Religious Education at St. Mary's Church, worked at Hot Stuff Pizza in Greenwood, and been part of the Youth Leadership Conference put on by the electric cooperatives of Wisconsin. My cooperative, Clark Electric, chose me as a delegate in 2007 where I was elected to be one of six statewide Youth Board members. It was a lot of fun as well as being a great honor to be part of this group as well as all my other activities.

I would like to take a moment to thank my family, friends, and teachers for everything they've given me. I couldn't have done any of these accomplishments without their support. With their help, I've done all these activities while maintaining a 3.979 GPA and completing four college classes. And, of course, I would like to thank the Wisconsin Association of School Business Officials for helping me to further my education.



Anna Jaeger

Stalker Flooring-SchoolDude.com \$2,000 Scholarship

Anna is a 2009 graduate of Suring High School. While there, she was active in music, FBLA, Student Council, National Honor Society, Youth Group, three sports, Hi-Q, and multiple other organizations within the school and community. She plans to attend UW-Whitewater majoring in Finance with an emphasis in Financial Planning. Her hobbies include hiking, fishing, camping, playing trumpet, and watching Broadway shows.



Patty Sprang

Siemens Academic \$1,000 Scholarship

Patty Sprang has been employed as the Financial Services Manager for the School District of Mishicot since July 2008. Previously she was the bookkeeper for the Manitowoc Public School District for 4-1/2 years and the bookkeeper of a parochial school in South Carolina. Patty is enrolled at UW-Whitewater where she plans to complete the School Business Management Program by August 2010.

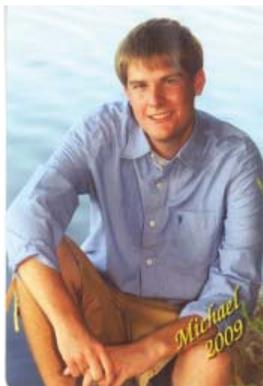
Recipients Recognized at Spring Conference



Mitchell Sellhausen

Essential Industries \$2,000 Scholarship

I graduated a semester early from Slinger High School. At the time I ranked 21st in a class of 254 students. Since graduation I have been working two jobs totaling about 55 to 60 hours per week. I was an active member of the Slinger SkillsUSA chapter for two years. I took gold medals home from both the regional and state carpentry competition my senior year. I advance to nationals in Kansas City, Missouri in about a week. I played football my freshman and sophomore years as well as being involved with the FFA since eighth grade. Currently I hold a greenhand degree with the FFA. I will be attending UW-Stout next fall to major in construction management with the hopes of minoring in risk control and safety.



Michael Smet

National Insurance Services - Miron Construction \$1,000 Scholarship

Michael graduated in the 97th percentile of his class at Burlington High School. He participated in tennis all four years, earning 3 varsity letters and was the team captain and a scholar athlete his senior year. He also participated in jazz band, forensics, and National Honor Society. He was also his school's representative for Badger Boys State. Michael plans to attend the University of Wisconsin Madison and major in Mechanical Engineering. He wants to work on the mechanical systems of airplanes in his future.



Heather Finke

WASBO \$2,500 President's Scholarship Sponsored by SimplexGrinnell

Heather graduated from DeForest Area High School. While in high school Heather was known for her determination and hard work. Heather worked hard to maintain her excellent grades and graduated with High Honors. Heather was also a member of DECA for 4 years. Heather was an intern for the DeForest Area School District where she worked every day after school. Next fall she will be attending UW-Whitewater where she plans to major in Business and minor in Spanish.



Kendra Lawrence

Wallace E. Zastrow Award \$1,000 Scholarship
Sponsored by Wisconsin Investment Series Cooperative

Kendra is a graduate of the Middleton-Cross Plain Area School District where she participated in the Gay Straight Alliance, Track and Field, Softball, Dave's Work Out Group and the Computer Art Club. She spent her time out of school volunteering as an assistant instructor for the Hooper Sailing Club and cleaning cat cages for Friends of Ferals. Most recently she worked as a server for the Jefferson Retirement Community. She hopes to work in the entertainment industry building characters or doing concept art in video games or movies. Eventually she would like to work more in a directorial role, still focusing on character design. She also plans to work with a youth outreach group that offers art classes to at risk youth.

First Wisconsin School Districts Take Advantage of the Stimulus Borrowing Programs

By: Robert W. Baird & Co.'s School Finance Team - Brian C. Brewer, Lisa M. Voisin, and Michel D. Clark
(800) 792-2473 ext. 3827 bairdpublicfinance@rwbaird.com

The American Recovery and Reinvestment Act of 2009 ("ARRA") has created several borrowing programs offering interest cost subsidies to local governments. One of the new borrowing programs is called Direct Payment Build America Bonds ("BABs"). The Direct Payment BABs Program, which expires December 31, 2010, provides government borrowers the option to issue taxable debt and receive a direct payment of 35% of the interest cost from the US Treasury instead of issuing tax-exempt debt for qualifying projects. The potential benefit to school districts is a lower net debt payment than traditional tax-exempt borrowing.

The first two Direct Payment BABs issued by Wisconsin School Districts took place this month.

Oakfield School District

The District needed funding for various capital projects and opted to use the statutorily authorized \$1 million borrowing exemption through Fund 38 (payments made under the revenue limit). A State Trust Fund Loan application was submitted earlier in 2009. Before the loan draw, the District worked diligently with its financing team to designate and structure the loan as Direct Payment

BABs. A traditional 20-year loan through the State Trust Fund has an interest rate of 5.50%. With 35% of each interest payment coming from

the US Treasury each year through the BAB Program, the net interest rate drops to 3.57%. The additional time and effort involved to lay the ground work for this loan has paid off. The District was able to save its taxpayers \$218,000 in interest cost.

West Bend Joint School District No. 1

In April 2009, the District passed a referendum totalling \$27.4 million. On June 8, 2009, Baird assisted the District in locking in the first phase of the borrowing using 10-Year Taxable General Obligation Promissory Notes designated as Direct Payment BABs. The issue was sold as a taxable borrowing with a final average interest rate of 2.85%. This low interest rate reflects 35% of each interest payment coming from the US Treasury each year through the BAB Program. If the District were to issue a traditional tax-exempt bond, the interest rate would be estimated at 3.20%. The Direct Payment BAB Program saved over \$300,000 in estimated interest cost for West Bend taxpayers.

Two other ARRA borrowing programs will directly benefit Wisconsin school districts. As summarized below, each

program has specific requirements that will need to be evaluated with your financial advisor and bond attorney. The Department of Public Instruction ("DPI") is coordinating the allocation process for both programs. Up-to-date information regarding application criteria and deadlines can be found on the web at <http://dpi.wi.gov/recovery>.

Qualified School Construction Bond Program ("QSCB")

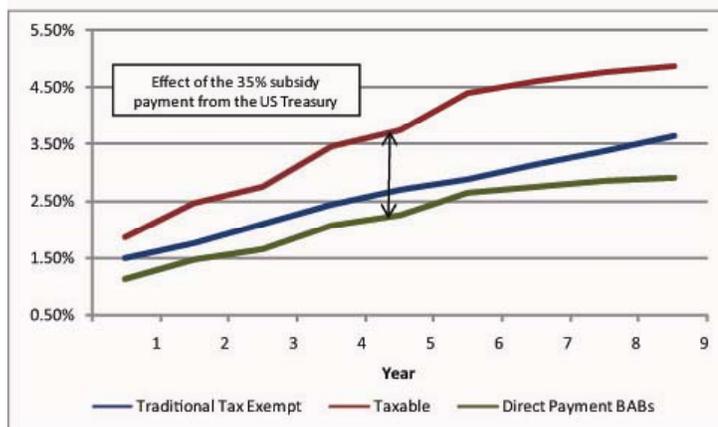
The QSCB Program is designed to provide school districts with the opportunity to access interest-free financing for capital projects in 2009 and 2010. Wisconsin was allocated \$170 million for 2009 to be disbursed to Districts that submit an application and meet DPI eligibility requirements.

Qualified Zone Academy Bond Program ("QZAB")

The QZAB Program is designed to provide school districts with the opportunity to access interest-free financing if they meet certain requirements. The facility must house an "Academy" that has a student population where 35% or more qualify for free and reduced lunches. In addition, to be eligible for QZAB funding the school facility must receive a 10% matching donation from a non-governmental entity. The funding for this program does NOT apply to new construction. Wisconsin was allocated over \$26 million for 2009 to be disbursed to Districts that submit an application and meet DPI eligibility requirements.

Contact your financial advisor or bond attorney for more information on how your school district could utilize the newly created ARRA Borrowing Programs.

Interest Rate Comparison



WASBO Award Recipients Recognized at Spring Conference



Kathy Maedke

New School Business Official of the Year

Sponsored by Johnson Controls, Inc.

Kathy was nominated by the Madison Area School Business Officials in recognition of her willingness to become involved in numerous WASBO, MASBO and ASBO activities and committees. Larry Wilson, Superintendent of the School District of Cambridge, states, "Education needs people who show up to lead and Kathy Maedke is such a person. In a young career, she has earned respect by being capable, sincere and credible. The mutual gain for our district in challenging times is to enhance the learning climate and be fiscally sound. In this we have a wonderful asset in Kathy Maedke."



Steve Reinke

Facilities Manager of the Year

Sponsored by Johnson Controls, Inc.

The Bay Area Business Managers and Northeast Business Managers recommended Steve Reinke as the 2009 Facilities Manager of the Year. It became obvious very quickly from numerous letters of support that Steve is a valuable person and friend in the Clintonville community and public schools. Many school and community leaders praise Steve for his expertise and attitude. Steve's Pastor sums it up. "Steve is a very trustworthy individual."



Kathy Johnson

Friend of WASBO

The Bay Area Business Managers and Northeast Business Managers nominated Kathy Johnson in recognition of her generosity to "volunteer her time, expertise, knowledge and talents to WASBO as an organization and to individual WASBO members. Kathy is a true and loyal friend of WASBO. She genuinely cares about the members of WASBO and strives to make our jobs easier."



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Orvin R. Clark, EdD, RSBA
Educational Leadership
Department Chair
University of Wisconsin-
Superior

BOOK REVIEW

Blink

By Malcolm Gladwell

The trilogy of books written by Malcolm Gladwell are **Tipping Point**, **Blink** and **Outliers**. Malcolm

information. Gladwell also tells us about our instinctive ability to mind read, how we can get to know what emotions a person is feeling just by looking at his or her face. He informs us that with experience, we can become masters at “thin-slicing.” He contends that in an age of information overload, experts often make better decisions with snap judgments than they do with volumes of information.

Certainly that’s what we’ve always been told. We live in a society dedicated to the idea that we’re always better off gathering as much information and spending as much time as possible in deliberation. But that may not be true. There are lots of situations—particularly in high pressure and stress when snap judgments and first impressions offer a much better means of making decisions.

Gladwell was a reporter for the Washington Post from 1987 to 1996, working first as a science writer and then as New York City bureau chief. Since 1996, he has been a staff writer for The New Yorker.

The second in the series is **Blink**. **Blink** is 254 pages in length and divided into six chapters and a conclusion. “**Blink’s**” subtitle is **The Power of Thinking Without Thinking**. It’s a book about rapid cognition- the kind of thinking that happens in a blink of an eye. When you meet someone for the first time, or walk into a house you are thinking of buying, or read the first few lines of a book, your mind takes about two seconds to jump to a series of conclusions.

In **Blink**, Gladwell explores the power of the trained mind to make split second decisions. Also, he introduces two phrases: “blink” and “thin-slicing.” He describes “thin-slicing” as our ability to gauge what really is important from a very narrow period of experience. Further, he maintains that we “blink” when we think without thinking and we do that by “thin-slicing,” using limited information to come to our conclusion. In other words, spontaneous decisions are often as good as or even better than carefully planned and considered ideas. However, he explains that even an expert’s ability to “thin-slice” can be corrupted by their likes, dislikes, prejudices and stereotypes, and how they can be overloaded by too much

Gladwell addresses the questions about thin-slicing and gives a wide range of examples of blinking from experts on gambling, speed dating, tennis, military war games, movies, malpractice suits, popular music, and predicting divorce. The implication is that how we blink is a function of our experiences, training and knowledge. For example, Gladwell claims that prejudice is so unconsciously woven into our society that, despite intentions, it can affect our blinks. Gladwell suggests this is why tall people are frequently seen as natural leaders. And, in the case of the Amadou Diallo (black) killing in 1999, Gladwell claims it is why four policemen (white) incorrectly thin-sliced a situation and killed an innocent man by mistake. He notes particularly that in situations of high stress, the situation is not “thin-slicing” but “tunnel vision.” These are some additional questions.

Blink is another intellectual adventure story. There is a lot of psychology in the book. Gladwell draws on examples from science, advertising, sales, medicine, education and popular music to reinforce his ideas. He wants people to take rapid cognition seriously. We don’t admit to the importance of what happens in the first two seconds, when we talk about what happens, when someone encounters a new idea, when we interview someone for a job, or what happens when we make a decision in the heat of negotiations.

Blink: The Power of Thinking Without Thinking--it’s an interesting read.

- What is going on inside our heads when we engage in rapid cognition?
- When are snap judgments good and when are they not?
- How can thinking that takes place so quickly be at all useful?
- Don’t we make the best decisions when we take time to carefully evaluate all available and relevant information?

“We cannot direct the wind but we can adjust the sails.”
Author Unknown



*John Forester
SAA Director of
Government Relations*

Legislative Update

SAA Releases Op-Ed on State Budget

*By John Forester, Director of Government Relations,
School Administrators Alliance*



SAA Releases Op-Ed on State Budget

The op-ed piece we distributed to Wisconsin newspapers on June 12th appears below. It was authored by the executive directors of AWSA, WASBO, WASDA and WCASS to challenge the misimpressions emanating from the Capitol about the impact that the 2009-11 State Budget proposal will have on K-12 education. The statement also questions the wisdom of removing school district revenue limits and local economic conditions as factors for arbitrators to consider in settling teacher contract disputes.

Democratic legislative leaders believe the budget is on track to be wrapped up by month's end. The SAA will keep you informed of any significant developments.

Budget Pain Real for Public Schools

Wisconsin school administrators appreciate the enormous challenge that Governor Doyle and state legislators face in balancing the 2009-11 state budget. However, the impression given by lawmakers that school districts will survive the budget pain virtually untouched demands a response.

First, school administrators are concerned about Governor Doyle's

collective bargaining proposals, especially removing school district revenue limits and local economic conditions as factors to consider in settling teacher contract disputes through arbitration. The proposal removes these factors only for cases involving school employees, not other municipal employees. With such a clear distinction established, teacher unions will argue that the legislature repealed arbitrators' legal authority to consider revenue limits and local economic conditions in cases involving school employees. These proposed changes mean more layoffs for teachers, more cuts in instructional programming for children, larger class sizes and, in general, more harm to K-12 public education. In this challenging economic environment these changes seem particularly unjustified.

Second, school administrators are grateful for the federal stimulus dollars directed to K-12 education. However, the impression that school officials can flexibly use these funds to balance school budgets and reduce property taxes simply doesn't square with reality. Much of the federal funding is for Special Education and Title I; programs with stringent federal regulations and limited flexibility in how the dollars can be used.

Finally, state-imposed revenue limits have been strangling Wisconsin school districts for 16 years. The average district in Wisconsin sees annual revenue growth of less than 3% while its "fixed" costs – most notably staffing, utilities and transportation – increase by 4.5% or more. After 16 years of belt tightening under these caps, this year's proposed state budget cuts to

education will be devastating for many Wisconsin school districts.

Todd Berry, president of the Wisconsin Taxpayers Alliance, has called the current budget "the worst state budget for public schools in a generation." But, with an uncertain economy and the federal stimulus dollars disappearing at the end of this budget cycle, the 2011-13 state budget may be just as bad or worse. Many Wisconsin school districts may have to consider closing in the next four years.

Will that be good for Wisconsin? Will it be good for your community? I encourage you to ask your local school administrators how the budget proposal will affect your school district's ability to educate the children in your community. Also, ask what the tax impact will be in your community.

"If you don't get everything you want, think of the things you don't get that you don't want."

Oscar Wilde

"It's snowing still," said Eeyore gloomily. "So it is." "And freezing."

"Is it?" "Yes," said Eeyore.

"However," he said, brightening up a little, "we haven't had an earthquake lately."

A.A. Milne

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June 2009

Accounting

July 2009

Information Technology

August 2009

Nutrition Services

September 2009

Finance/Investments

Top 5 Referenced Documents for the First Half of June!

Interview Questions, Hiring Procedures & Evaluations - WI Document (517 hits)

Budgeting Documents - WI Document (97 hits)

Budget Analysis, Annual Report and Budget Timeline - WI Document (63 hits)

Budget Documents - WI Document (63 hits)

Records Retention - Administrative Regulations - PA Document (56 hits)

Solving the Mysteries of School Operations

WASBO Spring Conference & Exhibits

The WASBO Foundation's 62nd Annual Spring Conference and Exhibits in Green Bay found plenty of mysteries to go around this year. Who? What? Where? How? When?

As the Conference unfolded, WASBO members found answers to their questions or found new clues about the effective operations of their schools. WASBO responded to the challenge with 222 Active, Retired and Service Affiliates attending 46 excellent professional development sessions. Viterbo University granted graduate credit for many of the attendees and Diane Pertzborn, Jenny Frank, Kathy Maedke and John Fischer organized two PI 34-PDP workshop sessions to take the mystery out of the professional certification process. In addition, courses were provided throughout the conference for Facility Manager Certification. As one veteran attendee noted, "this is the best Annual Conference I have ever attended, and I have been attending for many years."

Walter Bond set the tone. He recognized that we are in a challenging, mysterious time. He challenged us to pay attention to the world around us. "You should



not see despair. You should see opportunities to help solve problems, which assure your prosperity. This recession can be a blessing if we take advantage of it. Become known as the problem solver and money won't be an issue. Start solving problems. Do not choose to participate in the recession. It is acceptable to move forward with confidence, responsibility and success.

Success is a matter of personal choice. Excel in your career and life."

The first success in attitude actually started on Tuesday evening when we celebrated and honored past and present WASBO Board members and WASBO retirees at the President's Reception and the Opening Mixer.

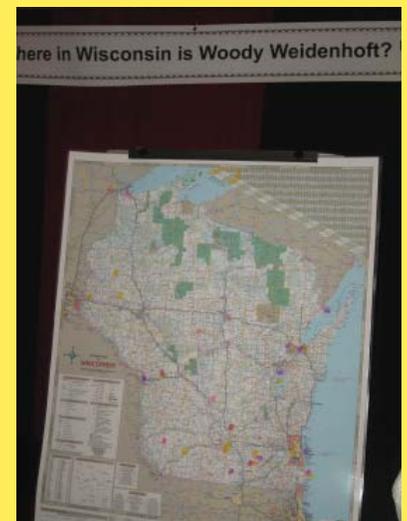


On Wednesday, WASBO members went golfing, raising money for student scholarships, despite not solving the mystery of "Where is the sun". WASBO members epitomized that "success is a matter of personal choice".



This Annual Conference had the most successful Exhibit Hall ever. WASBO Service Affiliates provided 131 booths, helping School Business Officials take the mystery out of the expertise needed to operate schools. The exhibitors who best incorporated the Mystery Theme were Trane, Rinderle Door, and Key Benefit Concepts. WASBO thanks

the exhibitors for contributing to the Conference's success.



As an opportunity to network informally, WASBO members were treated to the sounds of dueling pianos and a bit of impromptu dancing Wednesday evening.



On Thursday evening, WASBO members discovered that Sue Veneer (a.k.a. Lisa Voisin), the gift shop girl, was the dastardly villain who put the "cork on Melee" in the Murder Mystery Dinner.



The WASBO Spring Conference Committee, chaired by John Sackett and Sue Schnorr, chose to bring success to the WASBO Annual Conference and Exhibits. The Committee's hard work gave us a great educational opportunity and WASBO members chose to respond with their active attendance. All WASBO members had a great professional development experience. A huge thank you goes to all the Committee members for choosing to help their colleagues find the clues for success in operating their school districts.



The Committee is already hard at work to make the next conference even better. (The chosen theme will remain a mystery for the next several months) Our next Spring Conference will be at the Kalahari Conference Center in Wisconsin Dells on May 25-28, 2010.



Don't let that be a mystery. Mark your calendars.





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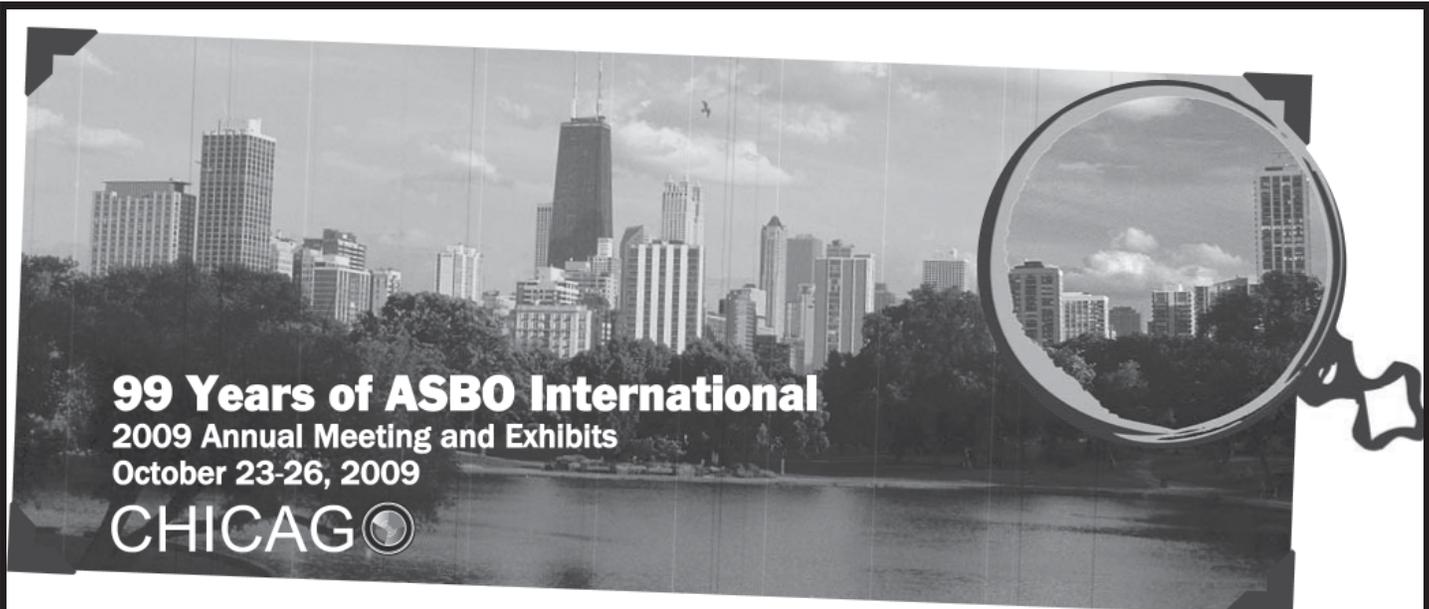
Solving the Mysteries of School Operations

WASBO Spring Conference & Exhibits



Clue 16 Down
 An individual issued an appointment by the Governor or Secretary of State to serve the public as an impartial witness, performing notarial acts as are allowed required by law.





99 Years of ASBO International

2009 Annual Meeting and Exhibits
October 23-26, 2009

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Celebrate 99 years of ASBO—99 years of believing in the effective management of education resources.

www.asbointl.org/AnnualMeeting



Association of School Business
Officials International

*"Attitude is a little thing that
makes a big difference."*

Winston Churchill

*"I've decided that the stuff
falling through the cracks is
confetti and I'm having a party!"*

Betsy Cañas Garmon



2008
Wisconsin
Bridges to the
Future
Recipients

Mary Blaha
Jim Froemming
Gail Haack
Kathy Maedke

Help Your Colleagues Attend the 2009 Annual Meeting

Spread the word about ASBO's Bridges to the Future Scholarship—\$2,000 to help cover the cost of attending the 2009 Annual Meeting.

Created to show new school business officials the ropes of the profession, this scholarship gives the benefits of face-to-face networking with other school business officials, new ideas to bring back to work, contacts with vendors, and more.

Let's help our colleagues see why school business is such a rewarding career! Hurry, applications must be postmarked July 1. Applications are available at www.asbointl.org.

This scholarship program is made possible by MetLife's commitment to helping school districts with the many challenges they face this coming year and in the years to come.



Erin Green
Director of
Business Services
Greendale School District



ASBO Update

By Erin Green, Vice President, ASBO International

Greetings WASBO!

Wisconsin's influence at the national level is growing! We now have the following

WASBO members on ASBO committees: Roger Dickson (Accounting, Auditing and Budgeting Committee), Erin Green (Audit Standing Committee, Bylaws Committee, Editorial Board, Environmental Aspects Committee, Legal Aspects Committee, and Policy Committee), Janice DeMeuse (Human Resources and Labor Relations Committee), Jill Bodwin (Legal Aspects Committee), Louise Fischer (Legislative Committee), and Bambi Statz (Professional Development Committee). The ASBO Professional Committees are looking for new energizing members to bring new perspectives. Consider joining one!

Wisconsin had four Bridges to the Future winners last year, more than any other state: Janice DeMeuse (Luxemburg-Casco), Kathleen Maedke (Cambridge), James Froemming (Port Washington), Gail Haack (Algoma). Consider applying!

If you are in the profession 5 years or less, apply for a Bridges to the Future Scholarship sponsored by MetLife. Winners receive \$2,000 to attend the Annual Meeting and the Leadership Conference. You must be an ASBO member to be considered. Apply by July 1, 2009 at www.asbointl.org/Bridges.

Congratulations to Dr. Bambi Statz, who was recently selected as the Chair

of the new Certification Commission, the body that will be developing the portable credential for School Business Officials across the US and Canada! This is a tremendous honor for her and for Wisconsin! Many qualified individuals applied for the commission. We in Wisconsin all know Dr. Statz's level of professionalism and the rigor with which she carries out her training and education of new school business officials as head of the University of Wisconsin - Whitewater School Business Management Masters Program. Now the rest of ASBO will know it too! We could not have a better leader in charge of the national/international credentialing program.

ASBO NEWS

The Leadership Conference has been reworked into a true leadership forum. The February, 2010 conference will be put together by the Disney Institute in Orlando, Florida. Make plans to "Get out of Dodge" and take in some world-class leadership training this winter.

The ASBO Board continues to work through issues related to our growing globalization. This includes efforts to offer cultural competence professional development required to provide the education our students must have to succeed. Serving our growing number of international members is also being discussed. An issue recently tackled was changing the election rules to allow any active member to run for office. This was necessary as some members do not have an ASBO affiliate. This will allow a broader range of candidates from small countries, states or provinces to seek office.

UPCOMING ASBO!

Registration is now open for ASBO Chicago, October 23-26, 2009, at Navy Pier! At a time when our school district budgets are challenging it is even more important to come network with colleagues from around the US, Canada, UK and other countries. In fact, you should come, to stay on top of the knowledge you need to successfully navigate the rough waters in front of us. There will never be a closer ASBO conference, so take advantage, bring your staff, and drink it in! The train from Milwaukee is an excellent way to get to Chicago. Parking is available at the Mitchell Field train station near the Milwaukee airport. You park, jump the train, and enjoy a relaxing ride and no \$30/day parking fees, once in Chicago. The train goes to Union Station in downtown Chicago, a 5 minute cab ride to the conference hotels. WASBO hopes to have a great showing in Chicago. Hot topics at the conference will be 403(b), ARRA stimulus money, social responsibility, going green and sustainable, and indoor environmental quality, to name a few.

COMING SOON

96th Annual Meeting - Centennial Annual Conference: On-site Disney in the Animal Kingdom!

Orlando FL - September 24-27, 2010

97th Annual Meeting

Seattle, WA - September 16-19, 2011

Please feel free to contact me for any ASBO related issues at any time. Thank you for allowing me to serve WASBO in this capacity.

Erin.green@greendale.k12.wi.us

WASBO Member Spotlight

Bill Trewyn



Picture this--Bill Trewyn riding a tractor and bailing hay on the farm.

Bill, like other Business Officials, spends a great deal of time at his profession as Business Manager of the Elkhorn Area School District. Away from the demands of running a school district, Bill is a very active outdoor person and extremely busy with his family's pursuits. The family farm is just north of Elkhorn and as Bill puts it, "within 20 minutes of the office I can be in the middle of nowhere". Bill is busy training dogs for hunting and helping show horses with Bridget, Bill's wife, and their daughter, Signe. They also are boarding horses for other people. So, picture Bill, getting up early each day, riding the tractor, bailing hay, working in the woods, and cleaning the barn.

Being an active outdoor person is not just about the work of farming. Besides the fun of training the dogs and showing the horses with his family, the warmer months bring the opportunity to be involved with his daughter, as she competes in track, cross-country, and participates in 4-H activities. Bill also enjoys getting together with friends and family along with pheasant hunting in the fall.

Professionally, Bill started out as a financial planner with a major in finance and accounting. While pondering his future in this career, Bill talked with Dick Peterson, then Business Manager at Whitewater. Dick encouraged Bill to talk with George Gray at UW-Whitewater to find out about the School Business Management Program. After an entire afternoon with George Gray, Bill entered the program. Besides being a student again, Bill did internal auditing for Milwaukee Public Schools in

the areas of Food Service and Student Activities at their 140 school buildings, learning the intricacies of a large district. Bill graduated in 1987 and his first Business Manager Job was with the Barneveld School District. There he saw a different perspective where he had the hands on opportunity to do all of the Business Manager functions. In addition, Bill even participated in the Principal's role in a K-12 building, learning to interact with the students and staff.

Bill then went on to be Business Manager at the DeForest School District in 1989, where he stayed for 11 years. From there he took over the Business Manager position from Jerry Nienfeldt, who had been a teacher, then Business Manager in Elkhorn for forty years and left a very sound school district. Bill notes that there have only been two Business Officials in Elkhorn in its entire history.

Bill is quick to point out the great people he has had the opportunity to work with in his career. He has worked with six different Superintendents and a variety of School Boards, appreciating that he has learned something from all of them. He points out that he has a phenomenal office staff and works with great professionals around him in Elkhorn. He sees his job as supporting the educational process, particularly in the classroom. He enjoys being part of the community and their progress.

Elkhorn's challenges are different from many school districts around the state. It was a sleepy rural community, but two interstates criss-cross at Elkhorn, causing growth throughout his tenure. This brings about different challenges in the areas of growing operating budgets and the need for building programs to

address _____ Elkhorn

has not dealt severely with a "cut mentality". The community is supportive of providing a strong education for their children. The educational staff, school boards and community have developed a strong "trust" factor in setting educational goals. Most everyone is pulling together to provide "what is best for kids".

When Bill was asked about accomplishments, his reply was that he wanted to "walk out at the end leaving Elkhorn better than when he stepped in". He talked about giving people around him the "opportunity to be successful where they could try new things, grow and be appreciated for their work". He is proud to display his loyalty to Elkhorn. He is proud of maintaining a high quality school district, maintaining trust and confidence with the community, and being supportive of school district staff. He wants to see Elkhorn grow and maintain quality, while keeping the "charm" of being an old rural community.

Bill noted that future challenges are not new challenges, but challenges that continue to be "amplified". "Will people be willing to fund our public education system? Who will run and work in our schools? Will we attract the best people to education? Will the best people choose other alternatives? With tight competition for resources and the aging population, will we do the best for our kids? Will people of good will continue to serve and volunteer for our school boards and other educational

Member Spotlight - Bill Trewyn

Continued from page 24

roles?"

Bill notes "WASBO has an important role in providing a voice and influencing the discussion, political environment and educational direction in Wisconsin. The most recent example would be the new School Finance Network proposal".

Bill's motto to live by deals with people and personal values. "Treat people with respect, demonstrate hard work and have strong ethics. It is important to develop relationships with people and through these relationships we are able to get things done and move the school district forward. Provide the type of leadership that nudges people. Provide vision, direction and persistence without overwhelming people." Bill is a true believer in Steven Covey's "7 Habits".

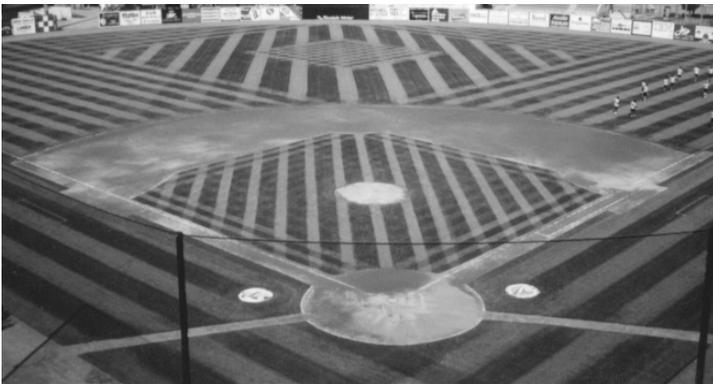
Bill does have indulgences. "I like to eat. I like everything." He also notes, "I love going out in the woods on the tractor, cutting & splitting wood, bringing

it back to the house, starting a fire, and feeling the warmth". He also enjoys "getting out for a long jog or bike ride, going fishing. Just being outside helps clear the head and puts everything into proper perspective."

When asked what he would do if money was no object, Bill responded he would "give most of it away". "Philanthropy would be cool. I would volunteer more at Lions, 4-H, the school scholarship foundation and church."

At the end of the interview, Bill made a comment about networking. "I want to thank Dick Peterson, Tom Wohlleber and Brian Busler for being so helpful early in my career. They allowed me to lean on them for help. Business Officials network and help each other out. Business Officials are in unique positions within schools, and because of this, we do not always have the ability to consult with other administrators

within our own District on some issues. "These colleagues helped show me the way."

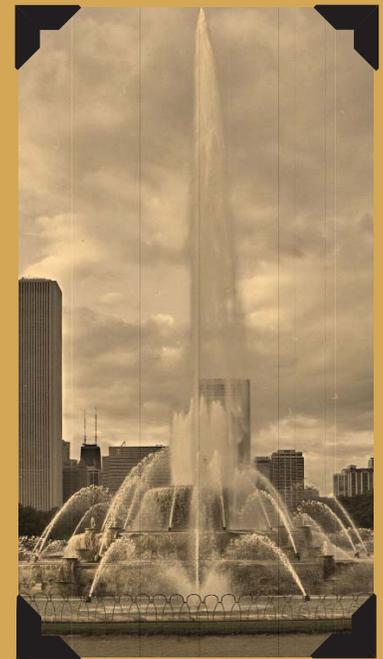


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disability in
life is a bad
attitude."
Scott Hamilton**

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June 17, 2009



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Thanks to Larry Savage and his team for hosting the conference.



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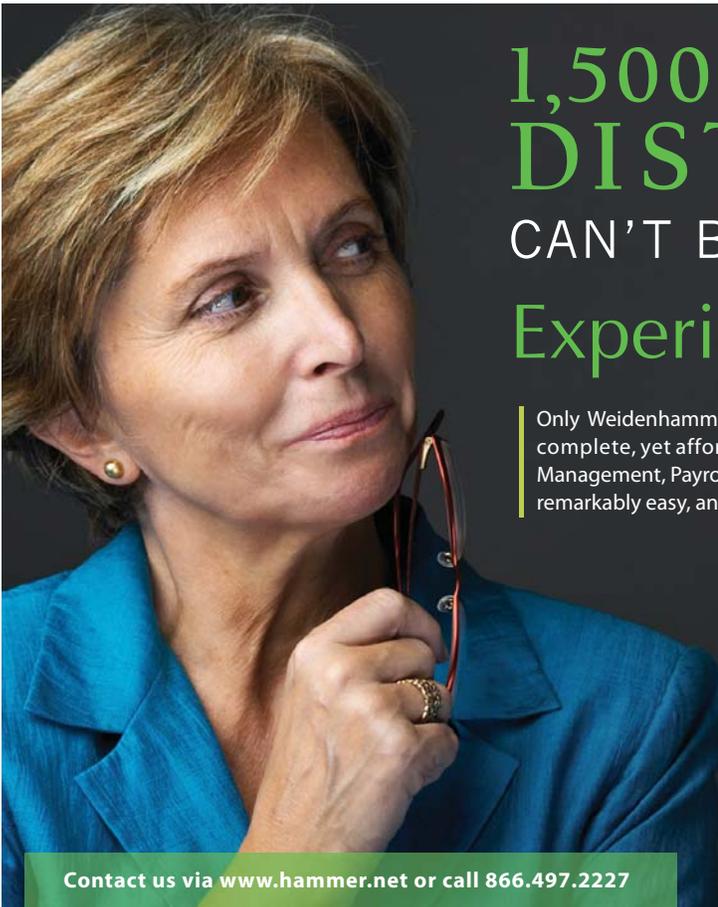
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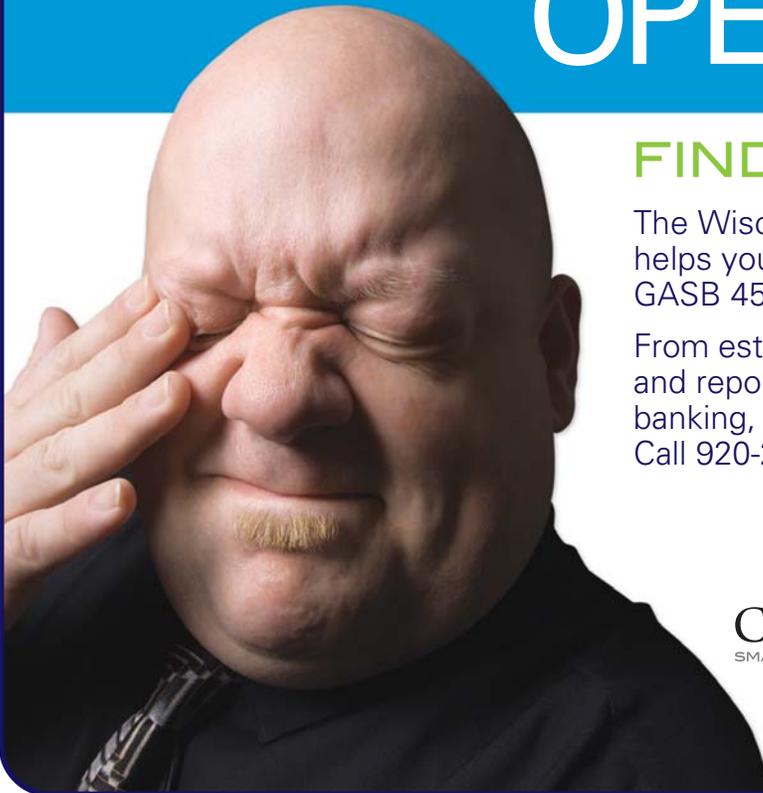
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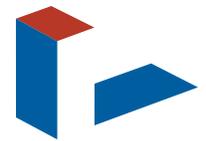
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- create a better day with more energy and time management tools
- discover how humor can increase job satisfaction, improve morale and reduce stress

Join Christine to laugh and learn as she shows you the way. You can get what you want both personally and professionally!

Christine Cashen delivers a fast-paced, hilarious program with useful content that makes her a sought after speaker worldwide. For more than 10 years, she has jazzed an amazing variety of audiences throughout the United States, Canada, South Africa and Australia. Christine is an authority on sparking innovative ideas to handle conflict, reduce stress and energize employees. Before hitting the speaking scene, CC was a university admissions officer, corporate trainer and broadcaster. Hey—she even votes. Christine holds a Bachelors Degree in Communication and a Masters Degree in Adult Education. What makes her unique is the “real” factor. Whether talking about her “hottie engineer” husband, pet peeves or growing up in an Italian/Irish household, audience members can relate to her experiences, struggles and lessons. She combines a down-to-earth attitude with a colorful artistic streak. Comments from audience members such as “I feel like I’ve known her forever,” “we must take her back to our workplace” and “it felt as if Christine was speaking directly to me,” are a testament to her effectiveness and style.

Casey FitzRandolph

Casey FitzRandolph is a 3-time Olympic competitor in speed skating, won the Gold Medal at Salt Lake City in 2002, and holds the Olympic record for fastest 500 m. in long-track speed skating. Casey graduated from Verona Area High School and attended Carroll College. He lives in Madison, Wisconsin, with his wife, Jennifer, their son, Sawyer and daughter, Cassidy. Casey enjoys hunting, fishing, and cheering on the Green Bay Packers.



Suzu Favor Hamilton

Suzu Favor Hamilton is a 3-time Olympic contender, holds 9 NCAA titles, is the winner of 7 national championships, and 4-time Big Ten Female Athlete of the Year. She is still one of the fastest women in the world. Suzu graduated from Stevens Point High School and is a UW-Madison alumnus. Suzu lives in Madison, Wisconsin with her husband, Mark Hamilton, and their daughter, Kylie.



Summers Off? Not at WASBO!

Have you ever had anyone say something to you that sounds like this? "It must be nice to have summers off since you work in the schools."

We have heard something similar and it sounds like this, "Now that the Spring Conference is over you get a break, right?" Well, not exactly.

The reality check is something more like this.

The Spring Conference Committee met immediately after the conference to begin planning for 2010. You can look forward to a "Green" theme for the next conference.

The Facilities Committee just hosted one Custodial & Maintenance Conference in Oak Creek. It was a successful day with over 225 attendees and 24 vendor displays. A second conference is scheduled in Green Bay on July 15th. The committee is also deep in planning the second Midwest Facility Masters Conference for November.

WASBO jointly hosts the Council of Educational Support Professionals (CESP) with the Association of Wisconsin School Administrators (AWSA) on August 7th in Stevens Point.

The WASBO New School Administrators and Business Support Staff Workshop will be held August 12-13. A great two-day program is planned with presenters from the DPI School Financial Services Team, public finance professionals and practicing school business officials.

The Fall Conference Planning Committee has nearly completed developing a tremendous Fall Conference for September 23-25th. Look forward to two Olympians, one national keynote speaker, team building, and a full slate of professional development sessions.

We just gave out thousands of dollars in student scholarships and we are already planning the Fall Scholarship Golf Outing on September 23rd to support our 2010 scholarships.

The Joint Convention Committee will be meeting in June with WASB and WASDA to plan sessions for the 2010 January Convention.

Much like you, we are trying to close our books for the 2008-09 fiscal year and finalize the budget for 2009-10.

WASBO spent considerable time this June working with WASDA, AWSA, WCASS and WASB through the SAA to provide information to lawmakers as they worked on the 2009-11 budget. These efforts included formulating a letter to the editor that went to newspapers across the state. Ongoing efforts will be made to do what is best for education in these challenging times.

You are looking at the June newsletter and can look forward to another issue in August.

Dues renewals will be sent out by the end of June and the process will last the entire summer as we renew memberships for over 1,000 members.

Over \$103,000 in rebate checks will be processed in June for school districts who participate in the WASBO Purchasing Card program.

WASBO submitted an Eagle Award nomination for Tom Wohlleber to ASBO International.

Planning begins over the summer for the Taking Care of Business and Human Resources Seminars.

We are working on a member management software conversion from Affiniscape Members 24x7 to Members 360. You can relate to the complexity of a project like this! It is tied to our financial software so some budget format revisions are also in the works.

Records are being updated for participants in the Facilities Manager Certification Program after their attendance at sessions offered at the Spring Conference and Custodial & Maintenance Conference.

We are working on our own professional development with Woody attending the ASBO Executive Director's meeting, Deb getting some QuickBooks training and the entire staff participating in Affiniscape training sessions.

Now, where to begin....



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Getting Your House in Order...
the Importance of Long-Range
Financial Planning
Tying it All Together

Negative Work Culture Affects Productivity

Too many employees dislike their jobs and view them as “have to” instead of “get to,” according to Roxanne Emmerich in her new book, ***Thank God It’s Monday: How to Create a Workplace You and Your Customers Love***. This creates a negative culture of excuses, whining, gossiping and complaining with little focus on making the customer successful. And now, with all the layoffs, it seems those “left behind” are stressed and so fearful with twice the work and half the friends they have lost their ability to get results.

According to Emmerich:

- Over 91% of people spend a large portion of their day frustrated by their coworkers’ dysfunctional behaviors and regularly think about quitting their jobs.
- Managers waste 37% or more of their day dealing with dysfunctional and unproductive behavior.
- More than two thirds of the workplace is considered to be “disengaged” according to polls by Gallup.
- One dollar out of every three payroll dollars is lost due to disengaged employees.
- Many organizations attempt to address negativity in the workplace, but end up putting Band-Aids on the problem—quality initiatives, process improvements, teambuilding—all which can be good. But if they are put on top of a culture of excuses and passive aggressive behavior, they will not be successful.

Organizations can improve their cultures by openly addressing negativity and making it clear what types of behaviors are expected. Rather than pushing

dissent underground, it is much more positive to flush it out and deal with issues directly. The institutional pathology of avoiding hard discussions and decisions must be overcome to make progress towards a positive culture.

Thank God It’s Monday also suggests that employees:

- Need to realize that they are in charge of the solutions. Employees must step up and confront gossips by saying, “sounds like you need to go to that employee directly. I don’t want to be a part of any gossip.” Each individual needs to take the initiative instead of passively waiting for things to change.
- Can’t listen to excuses. This only reinforces a “can’t” attitude instead of a “can do” approach. Excuses lead to mediocrity and this becomes contagious. Don’t lower your standards to the lowest common denominator. If someone is giving out excuses, simply say, “Thanks for sharing why you can’t...but how CAN you? I expect you to make it happen.”
- Confront the whiners and complainers. If someone is whining, ask them to please list three solutions and make a top recommendation and then put them in charge of implementation. When I was VP of a large hospital system, my motto always was, “If someone complains about the Holiday Party, they are automatically in charge of it for next year.”
- Don’t play the victim. The helpless approach only promotes a powerless culture. Victimhood keeps us stuck, according to Emmerich, and isn’t good for the individual or the organization. We

all have to take responsibility for our decisions and actions. And don’t reinforce the victims around you with comments like, “How DO you take it?”

- Don’t wait on the sidelines. Too many people are so anxious about the recession and the economy that they are frozen waiting for the worst. Emmerich suggests that it is more productive to work at shifting the workplace culture. List the results you want each week as a team and celebrate when they are achieved. Customers like results and teams that can deliver them.

Now is the time to get focused on making your customers successful. Customer satisfaction is worthless and doesn’t cut it during times like this. Instead, start adding massive value and make sure you don’t sign up for the recession. This economy can be an opportunity for your organization to pull ahead while others are standing still.

“Barbara Bartlein, CSP, is The People Pro®, and President of Great Lakes Consulting Group, LLC, which helps businesses sell more goods and services by developing people. She presents keynotes and seminars on stress management, balance, productivity, customer service and leadership. She can be reached at 888-747-9953, by email at: barb@ThePeoplePro.com or visit her website at <http://www.thepeoplepro.com>

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Welcome New Members

- **Chad Bjerke**, Maintenance Supervisor, Somerset
- **Gary Caelwaerts**, Technician, Howard Suamico School District
- **Arba LeClair**, Bookkeeper, Gibraltar Area Schools
- **Mark Lisenby**, Director of Maintenance, Northwood School District
- **Kathleen Olson**, Bookkeeper, School District of Augusta
- **John Samorske**, Technician, Howard-Suamico Schools
- **Paul Sorensen**, Maintenance Director, TCCES
- **Lance VandenElzen**, Technical, Howard Suamico Schools
- **Mike Bartelt**, Manufacturers Representatives, Global Partners
- **Mark Bearisto**, Area Senior Vice President, Arthur J. Gallagher Risk Management Services, Inc.
- **Mike Borski**, Senior Project Architect, Hoffman LLC
- **Matt Faber**, Sales Consultant, Mackin Library Media
- **Debbie Hall**, VP Marketing & Sales, Cig Jan Products
- **Jeff Kapp**, Regional Vice President, Distribution, Liberty Mutual
- **Sandra Kimlinger**, Account Executive, HealthPartners
- **Scott Klein**, MSI General
- **Dan Kobussen**, Owner, Kobussen Buses Ltd
- **Thomas Olson**, Vice President, McMAHON Engineers/Architects
- **Stan Sakalowski**, Account Manager, MetLife
- **Brent Williams**, Account Executive, Elkhorn Chemical & Packaging
- **Greg Wright**, Vice President, Wisconsin CLASS

New ASBO International Members March 2009

- **Alexander John Heitman**, De Forest, WI



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Upcoming Professional Development

July 15, 2009 – WASBO Custodial and Maintenance Conference, Green Bay Public School District, Southwest High School.

August 7, 2009 – CESP/AWSA/WASBO Educational Support Professionals Summer Conference, Stevens Point, Holiday Inn.

August 12-13, 2009 – New School Administrators & Business Support Staff Workshop, Stevens Point, Holiday Inn (Viterbo Credit Offered).

September 23-25, 2009 – WASBO Fall Conference and Scholarship Golf Outing, Elkhart Lake, The Osthoff Resort & Conference Center and Autumn Ridge Golf Course (Viterbo Credit Offered).

October 23-26, 2009 – ASBO International's 95th Annual Meeting and Exhibits, The Navy Pier, Chicago, IL (Viterbo Credit Offered).

November 12-13, 2009 – Midwest Facility Masters Conference, Wisconsin Dells, Kalahari Resort and Conference Center, (Wisconsin Facility Manager Certification Courses Offered and Viterbo Credit Offered).

Congratulations to Our New Retirees:

Bob Borch, Elmbrook; Warren Schmidt, West Bend; and Pat Cirese, Arbor Vitae-Woodruff.

Where are They Now?

Joe Bellomo - Parkview to Waunakee; Scott DeYoung - Poynette to Mount Horeb; Kit Dailey - Robert W. Baird to Eppstein Uhen Architects; Jim Miller - Piper Jaffray to Hutchinson, Shockey, Erley & Co.; Ross MacPherson - New Berlin to Madison.

Name Change

Sonitrol is now Stanley Convergent Systems.

Procurement Cards

If your school district is not using a P-card for added purchasing and overhead effectiveness, now might be the time to investigate such a process. You can find information on the WASBO website under Resources. There are 41 school districts, up from 34 last year, now using the WASBO P-card option who will be receiving approximate rebates totaling over \$103,000 for 2008-09. The rebate percentage has increased from .95 % to 1% for the 21-day payment option. The rebate is up

to 1.15% for 14 days and 1.20% for the 7-day bill paying option. Rebates will continue to grow as the program grows with more districts becoming involved with increased purchasing volume.

Fund Balance

It is that time of year to be thinking about closing the books. Please be careful to record the fund balance as reserved and/or designated on the Annual Report when appropriate. There are a number of districts that record their fund balance as unreserved/undesignated. Arbitrators may see that as "extra" money during tight times, now that we may no longer have the same negotiating laws. Please check that the fund balance is recorded correctly.

Mentorship, Induction & PI34

WASBO, AWSA, WCASS & WASDA have received a joint Title II grant for \$70,000 to expand and update our Mentorship Program, provide a process to help our WASBO members through the PDP process and develop an induction process. Diane Pertzborn will be chairing this work. A number of WASBO members will be needed in the future to develop this training for these new programs.



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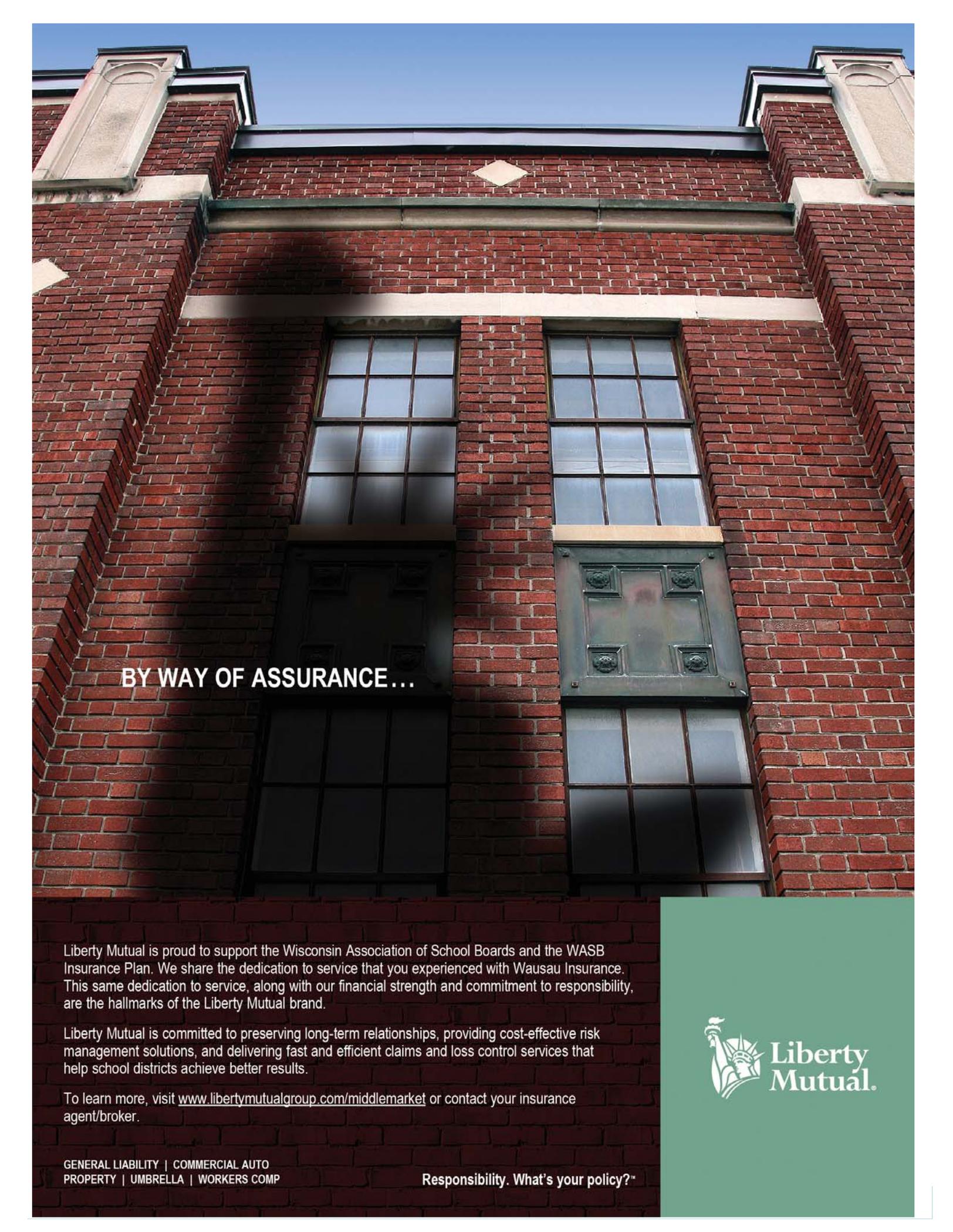
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WASBO Calendar

Professional Development
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July 15, 2009

WASBO Custodial & Maintenance Summer Conference, Green Bay Public School District

August 7, 2009

CESP/AWSA/WASBO Educational Support Professionals Summer Conference, Stevens Point, Holiday Inn

August 11-13, 2009

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November 12-13, 2009

Midwest Facility Masters Symposium, Kalahari Resort & Conference Center, Wisconsin Dells (Viterbo Credit Offered)

"The test of first-rate intelligence is the ability to hold two opposed ideas in the mind at the same time, and still retain the ability to function. One should, for example, be able to see that things are hopeless and yet be determined to make them otherwise."

F. Scott Fitzgerald

Regionals

Each Regional Representative, meeting locations & directions are available at www.WASBO.com if predetermined.

Bay Area - Meetings start at 9:00 a.m.

September 11, 2009 CESA 7
December 11, 2009 5th Quarter-Little Chute (Joint Meeting with Northeast Regional)
February 12, 2010 DePere - with Legislators (Joint Meeting with Northeast Regional)
May 14, 2010 Kewaunee (Tentative)

Madison Area

Meetings will be held the first Friday of the month and begin at 9:00 a.m.

October 2, 2009	DeForest
November 6, 2009	Marshall
December 4, 2009	Monona Grove
February 5, 2010	Sun Prairie
March 5, 2010	DeForest
April 2, 2010	Sun Prairie

Northeast

September 18 – Homestead Meadows (Appleton)
December 11 – Joint meeting with BAMBAs – Fifth Quarter (Little Chute)
February 12 – Joint Meeting with BAMBAs – De Pere School District
April 9 – Fond Du Lac School District Office
May 14 – Manitowoc School District Office

Northwest

Meetings are usually held the 2nd Wednesday of month beginning at 10 a.m. except July, August and January at Lehman's Supper Club in Rice Lake. Dates may be subject to change.
September 9, 2009

Southeast

Meetings are from 9:45-11:30 am with lunch following.
Future meeting dates TBD

Southwest

All meetings will be held at the CESA #3 office in Fennimore.
Check www.WASBO.com for future dates



Go to www.wasbo.com and click on "Calendar" for updated meeting information, to register or get directions.

West Central - Meetings are held the first Thursday of the month except July & August from 10 am - 1 pm at the Sparta Area SD Administration & Education Center, 201 E. Franklin St., Sparta
June 18, 2009

WI Valley - Coffee at 9:00, Meeting at 9:30.
Aug. 14, 2009 Antigo (Future meeting dates will be set at this meeting.)

Committee Meetings

School Facilities Committee
July 21, 2009 (9:30 a.m.) WASBO Office, Madison

Safety Committee
October 14, 2009 (1:30 p.m.), WASBO Office, Madison

Spring Conference Committee
July 16, 2009 (10:00 a.m.), WASBO Office, Madison

Board of Directors Meetings

June 24, 2009 - Madison, WASBO Office

Business Meetings

January 21, 2010 - Milwaukee, Joint Convention
May 28, 2010 - WI Dells, Spring Conference