



Taking Care of Business

Wisconsin Association of School Business Officials

A Bimonthly Publication of the Wisconsin Association of School Business Officials - Volume 19, Number 5 - October 2015

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Jodi Traas Honored with WASBO Shining Star Award

Jodi Traas, Senior Risk Management Consultant for Community Insurance Corporation, was presented with the WASBO Shining Star Award during the WASBO Fall Conference Oct. 9 in Elkhart Lake. The award acknowledged her service, time, expertise, and leadership in WASBO. Jodi has been a member of WASBO since 2000.



Jodi Traas, Senior Risk Management Consultant for Community Insurance Corporation, was presented with the WASBO Shining Star Award during the WASBO Fall Conference Oct. 9 in Elkhart Lake. The award acknowledged her service, time, expertise, and leadership in WASBO. Jodi has been a member of WASBO since 2000.

Jodi was nominated by Pat Finnemore, Director of Facilities for Kenosha Unified School District.

Jodi has been active on the WASBO School Facilities and Safety & Risk Management Committees for more than 15 years, and developed materials for several sessions in the WASBO Facilities Manager Certification program. She has presented at numerous WASBO conferences and is a Certified School Risk Manager designee and trainer.

In his nomination letter, Pat noted that "the passion and understanding that Jodi has is very evident when she presents on topics such as school safety in general, playground safety, theatre safety, etc. She makes her sessions relevant, informative and fresh."

Jodi's passion for her work is clear. WASBO is proud to have Jodi as a member and her colleagues appreciate her willingness to give her time and talent towards improving our schools and our association.

This honor carries with it a \$1,000 professional development grant, sponsored by Quarles & Brady. WASBO is pleased to honor Jodi Traas as our WASBO Shining Star. 🐾

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See more Fall Conference highlights on pages 28-29

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Taking Care of Business is issued bimonthly by the Wisconsin Association of School Business Officials. Send address changes to: Taking Care of Business c/o WASBO 4797 Hayes Road, Suite 101 Madison, WI 53704 P 608.249.8588 F 608.249.3163 wasbo@wasbo.com WASBO.com

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Editor: Woody Wiedenhoef

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President's Message

Reaching Out – Pulling Together

By Bob Avery, Director of Business Services,
Beaver Dam Unified School District
President, WASBO Board of Directors



Bob Avery

Later this month, ASBO International will be holding its Annual Meeting and Exposition (AM&E) in the greater Dallas area. At this time, 31 active, retiree, and service affiliate WASBO members will be in attendance, representing our state.

We will be there to recognize two of our colleagues, Amy Kohl (Greenfield) and Todd Hajewski (Greendale) who are being honored there.

The AM&E will also give us the opportunity to reach out to colleagues from across the country as well as Canada and the UK, to learn with and from them and to celebrate with them. I, personally, am looking forward to reconnecting with some folks from across the country, as well as to making new acquaintances.

“But, Bob, the Revenue Limit and State Aid formulas we work under only apply to Wisconsin. What does the AM&E have to offer me, a Wisconsin practitioner?” That’s true, and it could be said about any state. So, while the specifics of school finance vary from state to state and nation to nation, the overall trends in school funding affect us all. Additionally, school finance is only one facet of our roles and responsibilities as school business officials, albeit the most critical one.

The AM&E, like our Fall and Spring Conferences, covers a variety of topics in all areas of school operations. There are sessions on budgeting and financial reporting; on the Affordable Care Act; on food service; on leadership; on professional development; safety/security... And the list goes on.

This will be my third AM&E and fifth ASBO event. Each time, I have come away from the experience having grown professionally from learning and with new ideas. Some of those ideas have even been actualized while others still simmer on the back burner of my “to do” list.

So, I encourage you to consider attending a national conference. While there is still time to register for this year’s, even though it is right around the corner (October 22-26), perhaps planning for next year would be better.

In addition to hosting the AM&E, ASBO provides many opportunities to grow as a professional, from the SFO® certification, to the Eagle Institute. Membership in ASBO can be managed when you renew with WASBO (fiscal year basis), or be paid independently on a calendar year basis. Together, WASBO + ASBO dues are probably less than your district colleagues dues to their state organizations alone. To learn more about the value of ASBO membership, see <http://asbointl.org/membership/member-benefits>.

Together, membership in WASBO + ASBO provides great resources, excellent professional development opportunities, and the opportunities for forging lasting friendships all at a reasonable cost.

Since June 2015, 105 new members have joined WASBO – 58 district professionals, 45 service affiliates, and two students. The list of the most recent new members is included in this newsletter near the back page. I hope you take a moment to peruse the list. Are there any new members near your district? If so, reach out to them. Welcome them to the profession and to the Association. Encourage them to attend your regional meetings and/or WASBO conferences. Offer to be a resource if they have questions as they settle in.

Our profession is an odd one – most, if not all, of our peer colleagues work for other employers, in other districts. But we are not competitors. And often we are the only ones in our districts working in this field, so making a connection with someone in

Continued on page 9



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Changes and Looking Forward

By Woody Wiedenhoef, Executive Director, WASBO



Woody Wiedenhoef

WASBO, like the rest of our world, is making some improvements, which result in changes in our due dates for our list of things to do.

WASBO Award Changes

Annually WASBO members, Superintendents and educational colleagues nominate WASBO members for their achievements. The awards and recognition nominations will be due in to the WASBO office by January 11, 2016. This due date is moved up from the first of March in previous years. If your WASBO Regional is considering a nomination, please put this on your agenda in October, November and December in order to meet the due date.

- Wallace E. Zastrow Award
- School Business Manager of the Year Award
- New School Business Manager of the Year
- School Facilities Manager of the Year
- Business Services Award
- Safety, Security & Wellness Grant
- Shining Star Award

- Tina Hafeman Friend of WASBO Award

WASBO Scholarship Award Changes

Also, nominations for student scholarships have been moved from March 1 to February 1 in order to better serve the high school sector. Please watch your mail and distribute scholarship materials to students in the months of November, December, and January to allow for the due date to be met.

WASBO Membership Survey to Determine Future Needs and Direction

Soon you will be receiving a survey from the WASBO board asking for your input about future needs and direction that the membership would like to see move forward. This input will be reviewed by committees, staff and the Board to determine what future strategic changes should be made to better serve the WASBO membership. We know the rule about keeping surveys short and simple. But WASBO is not about short and simple activities. The survey will take a little time. Change without membership input is random at best. Change with

membership input is invaluable. Please take the time to provide your thoughts about what you want from your WASBO membership.

WASBO Nominations for Elections

The WASBO Nominations Committee is looking for members to serve on the committee. Please contact the WASBO office, Mary Ellen Van Valin, John Gahan, Bob Avery or Pat Finnemore to express your interest in participating on this committee. The committee recommends a slate of director candidates to WASBO's board for April voting. Candidates are announced at January's WASBO Semi-Annual Meeting for WASBO membership acceptance. In addition, if you are interested in running for a Board position, please contact Mary Ellen at vanvalinm@milton.k12.wi.us. Also, this certainly can be a topic of discussion at WASBO Regional meetings to better reflect membership recommendations to Mary Ellen. 🐦

“It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.”

~ Nelson Mandela

The WASBO Board Needs You!

The WASBO Nominating Committee is searching for nominees to run for the Board of Directors. This is an opportunity to grow your leadership skills for your district, affect the future of WASBO and give back to your colleagues.

If you know of someone or would like to be a nominee for a position on the Board, contact the Nominating Committee Chair Mary Ellen Van Valin (vanvalinm@milton.k12.wi.us).





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**- Brian Koffarnus, Dir. of Buildings and Grounds
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Regional Meetings on Advocacy Announced

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



John Forester

Last year, WASBO, with our partners in the School Administrators Alliance (SAA), released our evidence-based policy agenda “Wisconsin’s PK-12 Pathway to World-Class Student Success.” (View it at http://wsaa.org/saainfo/wp-content/uploads/2014/11/SSA_Draft31.pdf.) This marked the beginning of the SAA’s efforts to build support for developing educational policies based not on ideology or political expediency, but rather on evidence. The key to our effort is to have every administrative team in Wisconsin thoughtfully engage local stakeholders about how state legislation impacts educational opportunities in every one of our communities.

This year, the Wisconsin Association of School District Administrators (WASDA) is focusing its fall regional meetings on how local district leadership teams can best engage important local stakeholder groups

(dates listed below). We encourage you to let your superintendent know if you are available to attend as part of your district’s team. More importantly, we encourage you to let your superintendent know that you are eager to be part of this conversation.

School leaders are concerned about the direction of state educational policy in Wisconsin. We have seen our national ranking in per-pupil spending plummet from the 12th-highest in the nation in 2003-04 to below the national average during this state budget cycle. At the same time, while evidence continues to mount concerning the importance of investments in addressing students’ mental health needs and educator preparation, these issues are overlooked in the legislature in favor of expanding vouchers or politicizing academic standards.

We look forward to working with administrative teams across the

state to build support for evidence-based state policies that benefit every Wisconsin student.

The WASDA Regional Meetings on Advocacy will take place at the following locations:

- Northwoods Supper Club, Fifiield - Oct. 20
- Holiday Inn, Eau Claire - Oct. 21
- Mequon Campus-MATC, Milwaukee Area - Oct. 28
- Holiday Inn American Center, Madison - Oct. 29
- Holiday Inn, Stevens Point - Nov. 5
- KI Convention Center, Green Bay - Nov. 6



Visit <http://bit.ly/WASDAregional> for WASDA’s video announcing the regional meeting and discussing the importance of our continued work on advocacy. 🇺🇸

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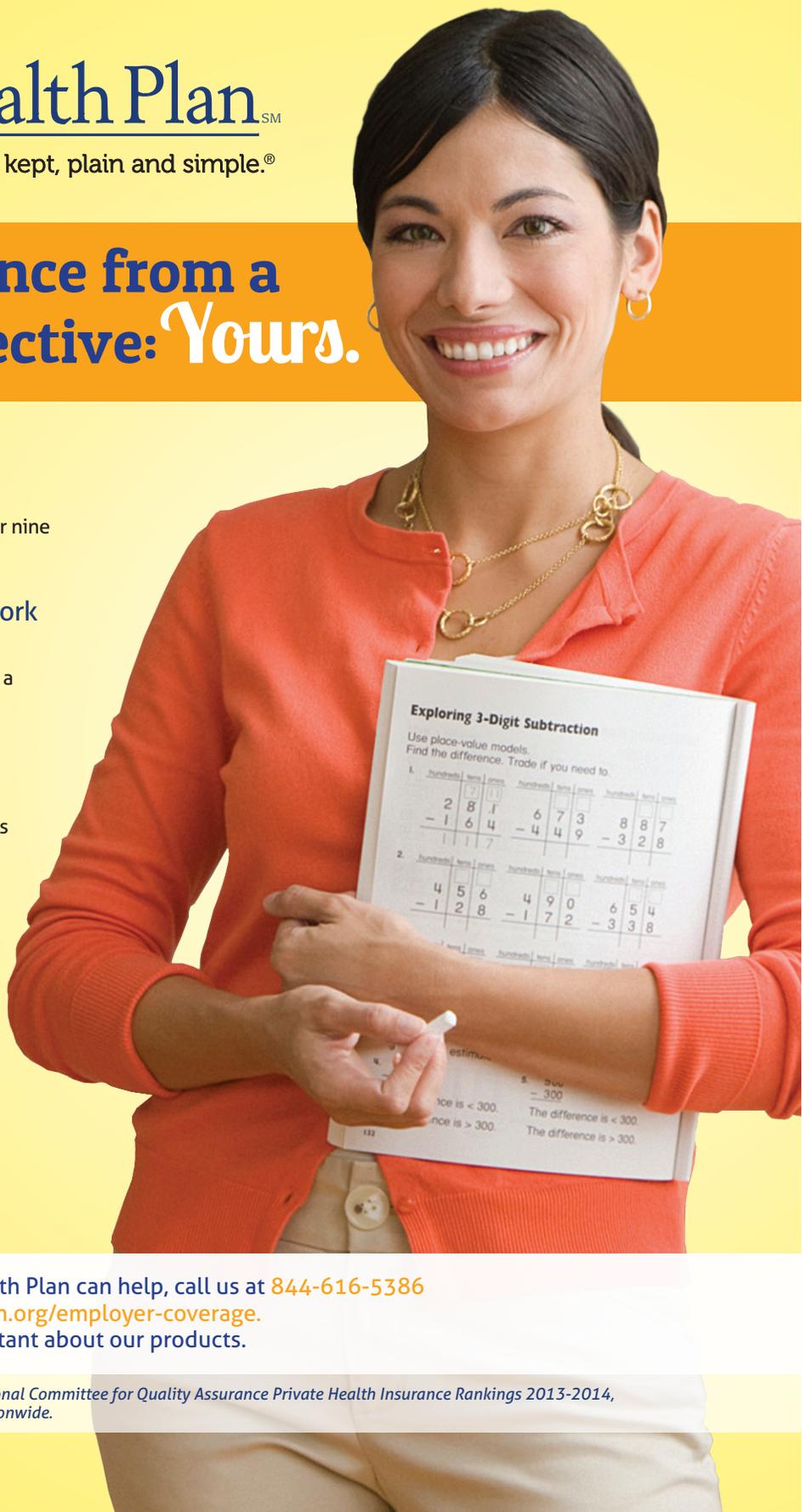
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JD-014

ASBO International New Members

August 2015

- **Topher Adams**, Campbellsport SD, Campbellsport, WI
- **Dale Bergmann**, Merrill Area Public Schools, Merrill, WI
- **Kenny Carley**, SD of Omro, Omro, WI
- **Wendy Corlett**, De Forest Area SD, De Forest, WI
- **Linda Dallman**, SD of Poynette, Poynette, WI
- **Kathleen M. Davis**, DeForest Area SD, De Forest, WI
- **Rebecca Dobbe**, Luxemburg-Casco SD, Luxemburg, WI
- **Stephanie Durrant**, SD of Pittsville, Pittsville, WI
- **Douglas Franzen**, Kewaskum SD, Kewaskum, WI
- **Kaitlyn Hafeman**, WI Association of School Business Officials, Madison, WI
- **Leah Hauser**, Sparta Area SD, Sparta, WI
- **Jacob Holtz**, Central/Westosha UHS, Salem, WI
- **Wendy Perkins**, Alma Center Humbird Merrilan SD, Alma Center, WI
- **Margo Smith**, Northland Pines SD, Eagle River, WI
- **Matthew Spets**, Howard-Suamico SD, Green Bay, WI
- **Harry Steenbock**, Hortonville Area SD, Hortonville, WI
- **Pamela Tesch**, Pittsville SD, Pittsville, WI
- **Veronica VanDerhyden**, Adams-Friendship Area SD, Friendship, WI
- **Brian Walters**, Marinette Public Schools, Marinette, WI
- **Dennis Wesenberg**, SD of Omro, Omro, WI
- **Sarah Viera**, Merton Community SD, Merton, WI



ASBO International Membership Milestones

September 2015

15 years

- **Jeffrey W. Hoegger**, Minocqua Jt. 1 SD, Minocqua, WI

10 years

- **Mary A. Blaha**, SFO, Sheboygan Falls SD, Sheboygan Falls, WI
- **Linda Case**, KI, Green Bay, WI

5 years

- **Jack E. Stoskopf, Jr.**, D.C. Everest Area SD, Weston, WI
- **Lynn Knight**, School District of Nekoosa, Nekoosa, WI

Koczela Named to ASBO Committee

Emily Koczela, Director of Finance for the School District of Brown Deer, has been selected to serve on ASBO International's Legislative Advisory Committee.

The committee responds to national legislative initiatives. Koczela's appointment was approved in August. 🇺🇸

Reaching Out, Pulling Together

Continued from page 3

another district can bring some piece of mind.

Finally, I appreciate the feedback some of you have provided to the WASBO office regarding the "Board Briefs" e-mail sent to you after the September Board meeting. Continue to look for these in the coming months (and years). We will be sending these out within a week of the meetings to keep you informed of what was discussed/decided upon during Board meetings. These will not, of course, be comprehensive. For more details, you will need to wait for the minutes of the meeting to be published on the WASBO website...or talk to a Board member or WASBO staff member to find out more.

Thank you. Safe travels if you're headed to Dallas. 🇺🇸

ASBO MEETING DATES

2015 Annual Meeting & Expo
Oct. 23-26, 2015 - Grapevine, TX

2016 Annual Meeting & Expo
Sept. 23-26, 2016 - Phoenix, AZ

2017 Annual Meeting & Expo
Sept. 22-25, 2017 - Denver, CO

2018 Annual Meeting & Expo
Sept. 21-24, 2018 - Kissimmee, FL

2019 Annual Meeting & Expo
Oct. 25-28, 2019 - National Harbor, MD

2020 Annual Meeting & Expo
Oct. 2-5, 2020 - Nashville, TN





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Age Does Matter....

By Cathy Cramer, Director of Business Services, Oak Creek-Franklin School District
WASBO Director



Cathy Cramer

This past month, while preparing to meet with our new teachers to explain our business practices and review their fringe benefit options, I found myself reflecting on how much these have changed in the past 10 years since I have been at Oak Creek-Franklin.

Most of the employment data needed by our payroll office is provided on-line instead of on paper forms. We no longer have to print and stuff hundreds of envelopes every other week to distribute salaries, as payroll is direct deposited for employees into multiple accounts; employee demographic data, compensation, benefit plan information and leave balances can be accessed by employees at any time from any device with Internet access through our employee portal; and timesheets for our support staff are ‘auto-populated’ with their scheduled work hours and submitted via a mobile ‘phone app’ that is then downloaded into the payroll system. The list goes on and on.

While members of the ‘Millennial Generation’ or ‘Generation Y’ — have grown up having instant access to information and expect this from their employer, some of the ‘Baby Boomers’ have required support and assistance (and reassurance) to implement these systems. During the past few years, our administrative team has spent time learning about the generational differences of not only our employees, but also our students, parents and community members.

While the changes in how we do business through the use of technology are pretty obvious, what isn’t as obvious is how differently our employees from varying age groups, or generations, as they have been defined, approach their work. As school leaders, we have discussed the

characteristics associated with these generational groups and how they affect what these varied age groups desire from their work environment and expect from their manager in order to be able to succeed.

Baby Boomers

Baby Boomers, the ‘Me Generation’—those born between 1946 and 1964 and make up approximately 30% of the work force—are driven by ambition, and are described as service-oriented, self-sacrificing and hard working. They tend to put process ahead of results and work with a great degree of independence. They prefer face-to-face communication and dislike conflict and those who subvert the ‘chain of command.’ Their motivators include power, public acknowledgment, titles, being viewed as mentors and being shown respect for their knowledge and expertise.

Generation X

Generation Xers, the ‘Skeptics’—those born between 1965 and 1980 and make up approximately 17% of the work force—are confident, adaptable, tech-savvy, impatient and cynical. They see work as a means to pay the bills while enjoying life (work/life balance), prefer to communicate via e-mail, and seek jobs that offer flexibility, creativity and fewer rules. They dislike micro-management, authoritative management and the ‘chain of command.’ They are motivated by recognition of positive results, extra time off and money.

Millenials

Generation Yers, the ‘Millennials’, the ‘Portable Generation’—those born between 1981 and 2002 and make up approximately 25% of the work force—are optimistic, tenacious and

have been described as ‘self-esteem on steroids.’ They focus on results and don’t believe that greater productivity is the result of working longer hours. The preferred style of communication is fast-paced, primarily social networks and texting. They are motivated by change, collaboration with their supervisor, and expect salary increases and bonuses based on competence.

While the majority of our current employees belong to the Baby Boomer generation who value seniority, routine procedures, and like to communicate face to face, the Generation Xers and Yers will soon dominate our work force. It will only become more important for managers and administrators to note the stark differences in values and work preferences these groups bring to an organization. Not only does this affect how all staff can best work together to continually improve and achieve our desired outcomes, but will also need to be considered when determining the types of support systems, mentoring programs and compensation models that need to be provided to recruit, develop and retain the best employees.

Understanding the different characteristics applicable to the age groups of our employees has been beneficial to our administrators. We know it takes a collaborative effort to create a favorable work environment. Knowing the wide variation of our employees’ work values and motivators has been extremely worthwhile as we manage our staff and develop the strategies necessary to meet our goals. Paying attention to and acknowledging the different perspectives and values of each generation we work with supports not only the individual efforts of our employees, but also

Continued on page 13



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What Does Continuous Improvement Look Like?

By John Gahan, Assistant Superintendent/CFO, Pewaukee School District; WASBO Past President



John Gahan

As we all finish another fiscal year with the filing of the Annual Report there is a lot we have to reflect on to provide us the chance to get better. Oftentimes this is a task we feel we simply do not have the time to accomplish. If you are like me, how many times have you completed an arduous task and looked back to say to yourself "I had the same problem last year. Why did I not do something differently?" Just asking this or a similar question is the first step on your continuous improvement journey.

The roadmap for this journey will look different for everyone. There are a myriad of tools and frameworks that you can use to help you along the way with documentation or proving practice. One of the greatest tools is the creation of a culture of continuous improvement in your district. Having the entire group of stakeholders share a common goal and understanding their role in the accomplishment of that mission will lead to achieving the

results you expect. This is not meant to oversimplify the process. The collection of data to prove practice can be a significant undertaking. It is however through the collection process that it becomes apparent where the gaps are and the necessity to change course to meet your goals. As Yogi Berra said, "You've got to be careful if you don't know where you're going 'cause you might not get there."

The best part of beginning this journey is that most of the information needed already exists in some form. The trick becomes building the mechanism for tracking performance over time. Through this monitoring you can identify trends and compare these to outside entities to identify opportunities for improvement. For example: You may track your annual cost per square foot for utilities for operating a building, when you compare this to other public

buildings and notice a difference you have just identified an opportunity for improvement. Use this data to make a change and tracking the results is the next step. The flywheel of continuous improvement has now begun.

Many of your colleagues are at the same point in their journey at this very time. For a long time WASBO has had networking as a component of its' Strategic Plan and benchmarking with your colleagues is an example of achieving this goal. As you look to measure performance a great resource to start with is your peers. They are always willing to share.

Once again, I hope you have had a great start to your year. 🐼

If you have comments or questions about this article, you can contact John at gahajoh@pewaukee.k12.wi.us.

Age Does Matter...

Continued from previous page

the productivity and overall work environment of our staff as a whole. There is value in understanding how age truly does matter.

Note: The definitions and characteristics of the generational groups that we reviewed were based on information relayed in the book by Lynne C. Lancaster and David Stillman – *When Generations Collide*. 🐼

If you would like to discuss this article, you may contact Cathy at c.cramer@ocfsd.org.

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Maintaining a Positive Attitude in the Business Office



Ken Mischler

By Ken Mischler, Director of Business Services, Manitowoc Public School District
WASBO Treasurer

A positive work environment can provide and contribute to your work productivity, success on projects, meeting goals, and your general enjoyment of your job.

I know I am not an expert on maintaining a positive attitude, but I have years of experience. I have some ideas that may help to stay positive at work.

1. Treat your coworkers with appreciation and respect.

This means recognizing them and their accomplishments, listening to them for their ideas and problems, and making time for them. I believe this will help bring out the best in your coworkers. Show staff you care and are one of them. You want to bring out the best in each person. Annually, we have an office picnic where I barbeque outside and gifts and prizes are given away. And what about having a Packer Day party? (Not a Bears Day party, because no one would attend and that would initiate negative attitudes. You want your coworkers to be happy and successful.)

2. Bad stuff happens. Deal with it in a positive manner.

Recently I was presenting at a conference and I dropped something on the floor. I bent over and “rip” I split my pants. I had to continue the presentation with the split pants and no one noticed. One key was I was wearing dark underwear.

The years have brought new stuff all the time such as revenue limits (1993), Qualified Economic Offer, union negotiations (when we had unions) and currently the Affordable Care Act. Take these challenges with a positive attitude otherwise you will have a hard time surviving in the business office.

3. Report problems quickly and professionally.

This means that if you don't make people aware that there is a problem, no one is going to fix the issue. If the problem persists, it can suck the positive attitude right out of you. Always be professional when reporting any problems. I recently spoke to my new superintendent about a personnel issue. Some of the issues are being addressed. This can be very stressful, but can bring about positive change.

4. Work with purpose.

When you work with a purpose, you do not get bored or burned-out. Remember that the business office is vital to the school mission of

teaching and educating kids. Who helps pay teachers and other staff for what they do? Who pays for the purchases, the computers and the invoices? This is just the start. WASBO has a brochure that identifies the Roles and Responsibilities of the School Business Office found at http://www.wasbo.com/WASBO/Resources/Publications/WASBO_Publications/WASBO_Publications/Books.aspx?hkey=49599a3c-c5d0-4c5d-87ac-59de263c6384. In many districts, you are the business office.

5. Conserve your energy to help maintain a positive attitude.

The brochure *Roles and Responsibilities of the School Business Office* illustrates that the business office has numerous responsibilities, so use your energy to accomplish the assigned business office tasks. You cannot worry about things that you have very little control over. Is teacher Smith teaching the standards? Hopefully yes, but that is someone else's responsibility. Your energy should be directed toward your work and your department's roles and responsibilities.

6. Stay positive and remember that a job is just a job.

Your job does not define you. Even if you absolutely dislike the work you are doing today, you get to go home to loved ones, participate in a hobby, or even just relax in front of the television when the workday is over. Whenever you start to feel negative while at work, look at the clock and remember that in just a few hours, you'll be able to do something you enjoy more. Your job is just part of your life, so stay positive, collect that paycheck, and remember that you'll be heading home soon! I had such a job working in summer during college. The job was to stack paper pulp on to skids for 12 hours per day. The normal workday was eight hours, but turnover was very high in that department so we needed to work 12-hour days. The work was tough, but the money was great and I met a lot of nice people. After work, I could do the things I enjoyed such as fast pitch softball and tennis.

7. Try to disregard whiners, complainers and unreasonable (crazy) people.

Whiners and complainers see the world through dark-colored glasses. They'd rather talk about what's wrong, rather than working to make things better. More importantly, complainers can't

bear to see somebody else be happy and satisfied. Can you change them? In some cases yes, just inundate them with positive thoughts and kindness. Whenever the whiners and complainers asks "How are you?" rather than saying "Okay" respond with "Terrific!" or "Never felt better!" And mean it.

The unreasonable or crazy people are a little more troublesome. In order to stay positive at work, you need to minimize your time with them. That means keeping your interactions as short as possible. Unreasonable people usually don't care, and their response or lack of a response will often only make you more upset, so why bother. You may need to give up the hallucination that they will one day be the person you wish they could be.

- 8. Smile and say hi!** Simply smiling and saying hello, even when you don't feel happy, can automatically put you in a better mood. The smile and the greeting may seem disingenuous, but it seems to work. Smile and greet a passing coworker in the hall. Smile as you answer a customer's question. This can really help you have a more positive attitude at work This also can help other people think of you as a positive and friendly person, and when those around you are in a good mood and like being around you, it is easier to get rid of any of your own negative feelings. I am very poor at remembering individual's first names. A smile and a greeting has helped me through this faulty personality trait. Smiling will not only improve your attitude, but some studies suggest it can actually help you be more successful and help you live longer.
- 9. You control your attitude.** You decide how to interpret what happens to you every day. Thinking positive can make that difference at work. Several years ago, the district approached the library media department about used library furniture and equipment from the city library. The library coordinator stated that they were not interested; however, a few days later, the city

“

If you are going to achieve excellence in big things, you develop the habit in little matters. Excellence is not an exception, it is a prevailing attitude.

~ Colin Powell

library called about other equipment. I said the district was interested. In the end, the district purchased the whole building of furniture and equipment for a few cents on the dollar. One person might look at furniture or equipment and think, "It's a piece of junk!" a second might think, "It's cheap furniture," and a third might think, "It's a great deal!" We ended up using virtually all the furniture and equipment. A great steal and it was fun to distribute the furniture out to the schools and see staff reactions.

- 10. Enjoy yourself at work and have fun.** We are not going to live forever. Happiness is not about accumulation of wealth or power, it about enjoying what we have around us. Positive events and people help reinforce a fun and positive work environment. The legacy you leave is the impact that you have on the workplace and how your influence and presence brought happiness and a positive attitude to others. Be the person that coworkers look up to. You do not want to be that person that looks back and says I should have done something with my life. Remember to leave your work at work, then you can start the next day fresh. 🍷

If you have comments or questions about this article, you can contact Ken at mischlerk@mpsd.k12.wi.us.

WHY ARE YOU A Member of ASBO International?



Barbara Salatto
Member Since 1989
Associate Superintendent for
Management Services
Patchogue, New York

I'm a member of ASBO International because...

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Membership with ASBO International is about more than instant access to the best professional development for today's school business leaders; it's also about being part of a global network. Are you taking advantage of all that your membership offers?

Visit asbointl.org/Network to connect with colleagues like Barbara and many more of your peers.



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Composting: What Do You Think?

By Jim Beckmann, Director of Operations, Glendale River Hills School District/Maple Dale-Indian Hill School District; WASBO Director



Jim Beckmann

Buzz words around the Green School network and the sustainability conference offered talking points on composting. The act of composting in school districts raises many questions on many different levels. How do we compost correctly and with little or no additional cost?

I have seen many schools undertake an onsite compost area, this has mixed results. Here are some factors that

contribute to success or failure in such a program.

1. A dedicated team of teachers, other staff members, students and parents will be your advocate.
2. A sustainable plan to keep the area maintained and monitored throughout the entire year even when school is not in session.
3. A way to keep the pests out,

and the odor to a minimum.

4. A place to use the end product as fertilizer perhaps on a school garden, or donate to a local greenhouse.

If these items are in place, you will have a successful onsite composting program that will be a benefit to your organization and last for several years. Without these things in place the program may not succeed.

An alternative to on site composting is to find a waste hauler to remove the compost on a regular basis. This is sometimes easier said than done. There are few companies equipped to haul composted items. You will need a separate dumpster with compostable bag liners.

In Glendale, we are implementing a composting pilot program at the middle school. Here are the steps we took in our composting journey:

1. Locate a local waste hauler to remove the compost material on a regular basis, and provide a dumpster for just the compost.
2. Inform and receive buy in from the administration and staff of our plan.
3. Calculate the cost of the bag liners and the removal of the material. We calculated we would be able to reduce our garbage pickup from two times per week to one. This calculates out to be a cost neutral situation.
4. Involve our student Green Team in educating the staff and students and monitoring the lunch hours where much of the compostable material will come from.



ARE YOUR HALLWAYS OR CORRIDORS OVERLIT?

Q **HOW DO I KNOW IF MY HALLWAYS ARE OVERLIT?**
A Ask your local lighting professional or an Energy Advisor from Focus on Energy to measure the current light levels with a light meter. The Illuminating Engineering Society (IES) recommend light levels of 10 foot-candles in hallways¹.
NOTE: Wall and floor coverings may impact light levels and should be considered in your lighting design.

Q **WHAT ARE THE SAVINGS FROM DELAMPING?**
A A typical three lamp fixture with 32W T8s uses approximately 90 watts. The same fixture with one lamp permanently removed and the remaining two lamps replaced with RWT8s uses approximately 53 watts. Assuming hallway lights operate approximately 3000 hours annually and a blended electric rate of \$0.11/kWh, you could save \$14.18/fixture/year.

Q **WHAT ARE THE CURRENT INCENTIVES FOR DELAMPING?**
A Take advantage of the 10% bonus on prescriptive incentives available through 2015. Receive \$2.20 for each lamp permanently removed when replacing the remaining lamps in the fixture with reduced wattage or high performance T8 lamps*(RWT8).

Q **WHERE DO I START?**
A Contact your Focus on Energy Advisor prior to removing lamps to receive a reservation code and verify the remaining lamps being installed will qualify for incentives.

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 For more information, call 888.947.7828 or visit focusonenergy.com.

¹Fig 1 IES Handbook 9th edition p.10-13
 *RWT8 and HPT8 lamps must be CEE listed. Visit their [website](http://www.iesna.org) for a list of qualified lamps. Qualified RWT8 lamps are eligible for an additional \$1.10/lamp incentive through 2015. Custom Incentives may be available depending on your lighting system.

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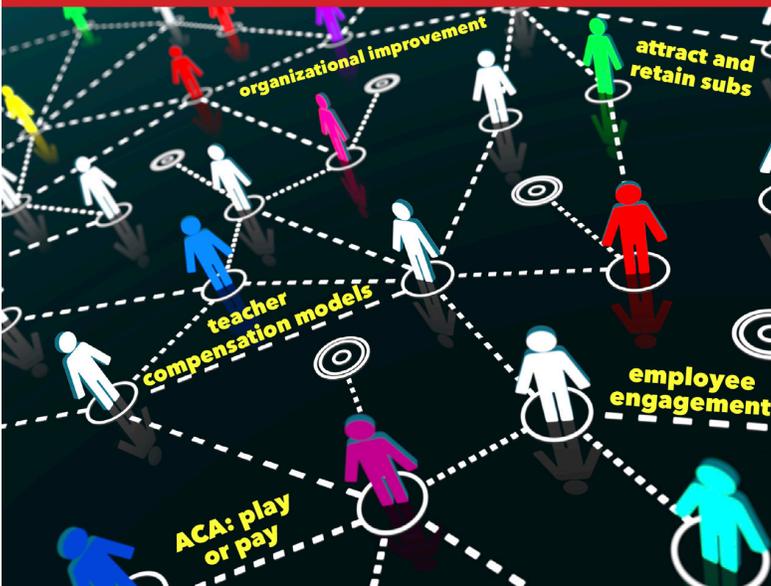
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**OR
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One graduate credit will be offered through Viterbo University for attendance at both days and required reading. \$220 - Register at conference.

Who Should Attend? Human Resource Directors, District Administrators, School Business Managers, School Board Members, and School District Employees in Supervisory Roles

Register at WASBO.com/schoolpersonnel

Green & Healthy Schools Institute

Join Green & Healthy School leaders from around the state on October 30th for the 2015 Green & Healthy Schools Institute at Lake Mills Elementary School, a 2015 U.S. Department of Education Green Ribbon School.

Benefits of attending include:

- gaining inspiration and ideas for your green & healthy initiatives,
- networking with other green and healthy leaders statewide, and
- learning about new programs and opportunities.

Green teams, teachers, students, administrators, facility managers, custodial staff, school board members — all school staff members — are encouraged to attend this one day event. Green Teams are encouraged to attend and share their sustainability efforts in the exhibit hall.

Speakers include:

- Jeff Thompson, CEO, Gunderson Health System
- Jenny Seydel, CEO, Green Schools National Network
- Dean Sanders, Superintendent, Lake Mills School District
- New Berlin Eisenhower High School students
- Jim Beckmann, Glendale River-Hills School District, director of multiple LEED School Certification efforts
- Kitty Goyette, Greendale School District, recipient of the 2014 U.S. Department of Education District Sustainability Award
- Staff and partners from Colby Elementary School, as a 2015 U.S. Department of Education Green Ribbon School



- And many more! See the complete program at bit.ly/GreenLakeMills.

Tours of Lake Mills Elementary School will be provided. Registration is \$25 for adults and \$10 for students, lunch included. Register today! Please note, an additional service fee will be assessed for on-line registration.

If you are interested in participating in the exhibit hall, contact [Susan Schuller@uwsp.edu](mailto:Susan.Schuller@uwsp.edu). Sponsorship opportunity is available; email Victoria Rydberg at victoria.rydberg@dpi.wi.gov for more information. 🇺🇸

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Creating a Positive Environment on the Bus

By Rhonda Page, Business Services Manager, Sun Prairie School District and
Ron Olson, Business Administrator, School District of Monroe
Submitted on behalf of the WASBO Transportation Committee

A bus driver's primary responsibility is to safely transport a group of students from one place to another. The driver's level of success depends on student behavior and the driver's professionalism in student interactions. Successful bus drivers build relationships and create a positive climate by:

- welcoming each student
- smiling
- giving eye contact
- listening
- saying a good word or two
- creating a team or "community" environment
- acknowledging and rewarding positive behaviors

It is important for drivers to set limits effectively. A driver must understand that he/she cannot force a student to act appropriately. This usually results in a power struggle. Offer choices and state the consequences of those choices. Drivers are most successful when the positive choice and consequence is offered first. This is less likely to be seen as an ultimatum. The key to setting limits is to be simple and clear, reasonable, and enforceable.

If you are faced with a discipline problem, take a deep breath and hold it for about 5 seconds. Use this time to think about what you are going to say and do next. How you handle behavioral situations, both appropriately and inappropriately,

**Bus Driver,
You drive us safely everyday,
You always wear a smile;
So here's the Thanks you so deserve,
For each and every mile!**



will be watched closely by students for consistency, fairness, and understanding. This is called modeling on your part; "Act and you shall receive." If you yell, expect yelling back; if not at you, then at someone else. If you praise, expect it to be picked up by others. Expect and encourage discussion and openness with students. Keep discussions short and simple. Never raise your voice above a level necessary to be heard.

Bus drivers can help make students responsible for their actions. When talking to the student, specifically state the unacceptable behavior you will not allow or that you want changed. You may have to do this several times. Limit the communication to what is not acceptable and what must occur to remedy the situation. Never be angry or sarcastic. Don't humiliate the child. Always be kind, be gentle, and be caring.

Bus drivers around the state are doing positive things with students. It is an extremely difficult job that tends to go

unrecognized. These are some final tips that may be useful in maintaining student discipline on the bus:

- Never give an order you do not intend to enforce.
- Say, "Do this" rather than "Don't do that."
- Give the child time to react.
- Do not judge misconduct on how it annoys you.
- Do not take your personal feelings and prejudices out on the children.
- Maintain poise at all times. Do not lose your temper.
- Look for good qualities. All children have them. Give at least five positive comments to a student for every negative comment you give.
- Keep in mind that misbehavior is seldom willful. There is usually a cause. It may be your tone or demeanor or some other influence in the child's home or life which is causing the behavior.

Also please remember a lot of our students are dealing with tough issues at home and sometimes at school. As a driver you not only have a chance to help set a positive tone for your students' day in the morning, but their bus ride home is also often their last impression of school at the end of the day. 🙌

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Sean Pierce
Project Superintendent



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Is your WASBO membership up to date?

Log in at WASBO.com, check your profile and update your communication preferences!

Service Affiliates: Is Your Company Missing from this Issue?

If you aren't advertising in *Taking Care of Business*, you're missing an opportunity to reach over 1,200 WASBO members, including individuals in virtually every Wisconsin K-12 school district.

Past issues of the newsletter are archived at WASBO.com/newsletter for continuous exposure.

For rates, more information, and an ad contract, email Aine Calgaro at calgaro@wasbo.com today.



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Who Should Attend?

Business Managers, Bookkeepers and District Administrators will find this valuable. You will benefit if you are responsible for school district finances and reporting. Teams are encouraged to attend and take advantage of discounted pricing for multiple attendees from the same district.

Stay for the
WASBO/WASPA 11th Annual School Personnel Academy
Connecting the Dots for a Sustainable Future
December 2-3, 2015
WASBO.com/schoolpersonnel

School Business Management Winter at a Glance

Part of the
Year of Success Program*



YEAR of SUCCESS

December 1, 2015

Madison Marriott West, Middleton, WI

The Winter at a Glance program will focus on business office responsibilities most critical for the winter months. Make sure you are on track to meet reporting deadlines including the second Friday count, complete reports accurately, and build your budget for 2016-17.

*The Year of Success Program

Winter at a Glance is part of the Year of Success Program, a five-conference series that serves as an ideal introduction to those new to the business office. As with other conferences featuring a Year of Success track, Winter at a Glance is designed for new business managers, bookkeepers, and district administrators. Anyone may attend this conference; you do not need to have registered for the Year of Success Program. Even if you are not new to school business management, you may find this conference to be a helpful review in preparing for the months ahead.



Register at WASBO.com/winter or call 608.249.8588

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To learn more, please contact Kim Hurtz, Aegis Corporation,
1.800.236.6885 or kim@aegis-wi.com

Upcoming WASBO Events

Professional Development

ASBO International Annual Meeting & Expo **

Oct 23-26 - Gaylord Texan Resort & Convention Center, Grapevine, TX

Midwest Facility Masters Conference **

Nov 2-3 - Kalahari Resort & Conference Center, Wisconsin Dells

SFO Study Group

Dec 1 - Madison Marriott West, Middleton

Winter at a Glance Conference

Dec 1 - Madison Marriott West, Middleton

WASBO/WASPA School Personnel Academy **

Dec 2-3 - Madison Marriott West, Middleton

WASB-WASDA-WASBO State Education Convention **

Jan 20-22, 2016 - Wisconsin Center, Milwaukee

Wisconsin Federal Funding Conference **

Feb 16-17, 2016 - Kalahari Resort & Conference Center, Wisconsin Dells

Facilities Management Conference **

March 8-9, 2016 - Kalahari Resort & Conference Center, Wisconsin Dells

Transportation & Bus Safety Conference

March 9, 2016 - Kalahari Resort & Conference Center, Wisconsin Dells

p-Card Users Group

March 15, 2016 - Madison Marriott West, Middleton

Accounting Conference **

March 16-17, 2016 - Madison Marriott West, Middleton

Spring Conference **

May 26-27, 2016 - Kalahari Resort & Conference Center, WI Dells

Scholarship Fundraisers

Spring Golf Fundraiser

May 25, 2016 - Trappers Turn Golf Course, WI Dells

Spring Bike Fundraiser

May 25, 2016 - 400 Trail

Certified School Risk Managers (CSRM)

Courses **

Measuring School Risks

Nov 11 - Wisconsin School Leadership Center, Madison

Funding School Risks

Nov 12 - Wisconsin School Leadership Center, Madison

Administering School Risks

Dec 9 - Wisconsin School Leadership Center, Madison

Worker's Compensation

Dec 10 - Wisconsin School Leadership Center, Madison

Fundamentals of Risk Management

Feb 24 - Wisconsin School Leadership Center, Madison

Handling School Risks

Feb 25 - Wisconsin School Leadership Center, Madison

** Viterbo University graduate credit available

Wisconsin YES! Business Plan Contest Seeks Students' Science and Tech Ideas

With the school year beginning in earnest across Wisconsin, it's not too early for students, teachers, parents and administrators to plan to enter the 2016 version of Wisconsin Youth Entrepreneurs in Science.

Wisconsin YES! is a statewide youth business plan contest modeled after the successful Governor's Business Plan Contest. It opened for online entries from Wisconsin middle- and high-school students in late September, with an initial deadline of 5 PM April 4, 2016.

Public, private and home-schooled students across Wisconsin are eligible to turn their science- and tech-related ideas into business plans and compete for cash and prizes. The contest begins with a 250-word summary submitted through www.WisconsinYES.com. Entries that advance to Phase 2 of the competition will expand their idea into a 1,000-word executive summary. Throughout the process, students get feedback from professionals across Wisconsin who will serve as judges.

As a tool for educators, Wisconsin YES! fosters interest in science and tech education, and encourages students to be independent, creative thinkers capable of problem solving.

"The contest entry deadline is months away, but many

interested teachers may make lesson plans now in order to build YES! into their curricula," said Tom Still, president of the Wisconsin Technology Council.

To get started, students create a simple account at www.WisconsinYES.com. All entries are submitted through the website. Students use their account to gain access to judges' comments and feedback. Templates and sample entries for both phases are available on the website, along with other entrepreneurial resources.

Timeline:

- *Phase 1: Idea Abstract*

Phase 1 entries due by: April 4, 2016

The Phase 1 idea abstract submission opened in September 2015 and will close April 4, 2016 at 5 PM. Entries should be roughly 250 words (or no more than 1,400 characters – including spaces.)

- *Phase 2: Executive Summary*

Phase 2 timeline: April 18, 2016 – May 9, 2016

Phase 2 entries due by: May 9, 2016

Entries that advance to Phase 2 of the competition will submit an Executive Summary. Phase 2 submissions are due by 5 PM on May 9, 2016. Entries should be no more than 1,000 words (or no more than 6,200 characters – including spaces.)

The end of each phase is followed by about one week of judging. At the end of the judging period, all contestants will be able to log in and view the judges' comments.

Students are able to work in teams or as individuals and will be judged based upon their grade level, with the oldest team member determining the team category. Students or teams may enter multiple ideas.

Place finishers in each category – 9th grade and under, 10th grade, 11th grade and 12th grade – are eligible for cash and prizes. The grand prize winner will present his or her winning idea at the Wisconsin Entrepreneurs' Conference, June 8 in Madison. Past winners have hailed from Weston, Brookfield, New Glarus and La Crosse.

Past supporters of the contest have been: IBM, WEA Trust, Wisconsin Technical College System, Department of Financial Institutions, Department of Public Instruction, Make a Difference Wisconsin, Project Lead the Way Wisconsin, STEM Forward, Wisconsin Association of School Boards, Wisconsin Society of Science Teachers and Wisconsin Association of School Business Officials.



A BUSINESS PLAN CONTEST for the NEXT GENERATION OF INNOVATORS!

Wisconsin YES!
Learn about starting a business and win cash and prizes while doing it!

Wisconsin YES! (Youth Entrepreneurs in Science) is a business plan contest for middle school and high school students in the state of Wisconsin. YES! brings students, educators and people working in the region's commercial tech sectors together in a contest forum, challenging students to develop innovative, techbased business solutions.

Submit business ideas online at www.WisconsinYES.com
The grand prize winner will present at the Wisconsin Entrepreneurs' Conference June 8 in Madison.

DEADLINE FOR ENTRY April 4, 2016

Visit WisconsinYES.com to learn more

Continued on next page

All Emails May Not Be Student Records

By Gary Ruesch, Attorney, Buelow Vetter Buikema Olson & Vliet, LLC



Gary Ruesch

Recently, the Wisconsin Department of Public Instruction issued an IDEA Complaint Decision (Decision 15-029, 2015) 115 LRP 31928, in which it determined that a parental request for all of their child's education records under the Family Educational Rights and Privacy Act (FERPA) does not include any emails not within the student's actual file. The DPI relied upon a federal district court decision in California, *S.A. v. Tulare County Office of Education*, 53 IDELR 143 (E.D. Cal. 2009)), in which the court decided that emails which are not in the student's file are not education records because they are not "maintained" as contemplated by Congress. This is true, the court said, even though the emails may appear in multiple in-boxes of many school and school district officials. In essence, the court and the DPI concluded that the location and the content determined whether the record must be disclosed. Thus, given that the parent only requested the student's education records, the district was not required to disclose records not within the student's file.

School officials should be cautious to not interpret the DPI's decision too broadly. First of all, the parent's request specifically asked for the student's "education" records. Had the parent included a public records request under Section 19.21 of the Wisconsin Statutes, the district would likely have been required to provide responsive emails regardless of location.

Second of all, the DPI relies on a federal court in California which lacks controlling jurisdiction in Wisconsin. A Wisconsin court could issue a contrary decision in the future. The legal status of electronic media is a fast developing area of the law and this 2009 California Decision may not be followed by other courts. Additionally, the Family Policy and Compliance Office of the U.S. Department of Education explains in its guidance that student records may be recorded in any way, including computer media and email.

In any event, this IDEA Complaint Decision provides helpful meaning to the definition of "student records" in FERPA and Section 118.125, Wis. Stats. School officials are advised to:

- Develop consistent policies and practices as to the location of documents that contain personally identifiable information relating to students;
- Recognize that, at least for now, the location of the document will likely be relevant as to whether or not it is an education record;
- Carefully review any student records request to determine whether or not it is also a request under Wisconsin's Public Records Law and, therefore, may require disclosure of documents outside of the student's education file; and
- When drafting emails regarding specific students, be mindful that it may be read by the family. 📧

For more information or assistance on this topic, contact Gary M. Ruesch at (262) 364-0263 or gruesch@buelowvetter.com.

This Legal Update is intended to provide information only on general compliance issues and should not be construed as legal advice.

Wisconsin YES! Business Plan Contest Seeks Students' Science, Tech Ideas

Continued from previous page

The Wisconsin Technology Council is the independent, non-profit and non-partisan science and technology adviser to the Governor and the Legislature. It serves as a catalyst for tech-based economic development in Wisconsin through programs such as the Wisconsin Angel Network, the Governor's Business Plan Contest and the Wisconsin Innovation Network. 📧



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By Blake Baxter, MEP Solutions



Blake Baxter

In 1980, after graduating from Carnegie-Mellon University, I left a rusting Pittsburgh and moved to Houston, Texas, to seek my fortune in the energy industry. Houston at that time was in one of its boom cycles and I was promptly hired by Natural Gas Pipeline Company of America during my very first interview. As a result, except for various excursions overseas as part of the Army Guard, I have spent my entire professional life in the natural gas industry.

Last year, after retiring from the Tennessee Valley Authority and the Army Guard, my wife and I finally achieved one of our long-term goals, to move back to the North, when we moved to Madison. Like many people in my age group, I did not actually retire, but instead went to work with a local company that wanted someone with my expertise. This company was convinced that many Wisconsin companies and institutions were in dire need of help when it came to natural gas purchasing. Little did I know how right they were in this assessment of the state of affairs.

In a little over 15 months we have performed dozens of audits looking at how Wisconsin businesses and schools purchase their natural gas. The companies range from large, well-known companies to small town operations. The schools range from large urban districts to small north woods schools. In almost all cases however, we have found significant shortcomings within their gas purchasing programs.

Gas Contracts

The first thing that struck me when we were doing audits was that very few people actually know how to read a contract. My guess is that many of us have gotten used to signing up for cell phone service or company health

plans without ever bothering to read the fine print. There seems to be an assumption that someone is watching out for us even when that may not be the case. We become virtually speechless when we see client after client signing retail gas marketing contracts that basically read “you will pay me whatever I bill you”! These contracts have absolutely no protection for the consumer and expose them to greater price risk than if they had stayed with their local, regulated gas utility.

For example, one term that is common to many gas contracts is “market price”. If one goes to the definitions section of the contract this term is often defined as the price the retail gas marketer, in its sole discretion, determines to be applicable. The reality is that natural gas is traded in hundreds of locations around the country every day and those prices are published in trade papers daily. A market price should be defined as the price at a specific published location as reported in the trade papers so that it is both verifiable and auditable.

Furthermore, natural gas can be priced daily, monthly, seasonally, or annually. Daily prices are the most volatile form of pricing and can be heavily influenced in the short-term by extreme weather. Monthly prices are more stable because they average the price for a month. If a three day cold front blows through, the price is moderated by the prices traded on the warmer days of that month. If your contract simply states “market price” then it is entirely possible that you will get the highest, most volatile of these prices.

And “market price” is far from the only problem with these retail contracts. I am amazed that anyone would sign a contract that allows for “reasonable marketing fees” or for prices that “relate” to something that is in the

sole discretion of the retail marketer. As six degrees of separation has shown us, almost everything is relatable. The big question comes down to whether the terms of the contract are auditable? If the pricing is not tied to industry published indexes and the supplier cannot provide data or even a calculation for the pricing, then you have a very serious problem.

Gas Transportation

The second thing that struck me when I was doing audits was that virtually no one understands the logistics of natural gas. Natural gas is like most other commodities in that it is produced in one location and consumed in another location. The old axiom “out of sight, out of mind” seems to apply to natural gas. Unlike coal which moves on the railroads, natural gas moves from production areas to consuming areas through large, underground, interstate pipelines.

As large as they are, these pipelines still have a finite limit as to how much natural gas they can move at any one time. This fact was driven home during the Polar Vortex Winter of 2013-14. During that winter the U.S. was actually producing record amounts of natural gas. The price spikes of that winter were not the result of too little gas, but rather too little space available in the natural gas pipelines. Thus, as the weather got colder prices spiked as companies bid up those last increments of available capacity with which to ship the natural gas.

But in all the audits that we have done so far, only two companies were actually familiar with this issue and had taken action to limit their exposure to this price threat. In fact this is one of the main reasons why people ask us to do audits. It is hard to say how many times we have been asked by

an executive why they paid \$2.70 per therm for natural gas when they thought they were hedged at \$0.40 per therm.

The fact is that this is another area where unsophisticated consumers get into trouble. Unlike the gas price, which is published in numerous sources, the transportation price, known as basis within the industry, is normally only published in trade papers that most consumers cannot readily access. Therefore, the gas consumer is generally flying blind on this critical element of the delivered gas price.

Metrics

This section could easily be labeled: “Who’s watching the store / schoolhouse?” We have literally been flabbergasted by an abject failure on the part of companies and institutions in Wisconsin to apply any metrics to their gas purchasing activity. The natural gas industry is one of the most transparent and quantifiable industries out there. Gas prices and the cost of gas transportation are published daily (most local newspapers publish the gas price in their business section). The last piece of pricing, the cost to deliver gas to any facility by the local gas utility, is regulated by the Public Service Commission and is available on both the utility and PSC website.

If these prices are available, then why is no one doing metrics?

In one audit, we reviewed the records of a school district that had been contracting natural gas from a retail gas marketer for 13 years. They paid more money to their retail gas marketer, than they would have paid to their gas utility, in every month during those 13 years except for the two months the U.S. was impacted by Hurricane Katerina back in 2005.

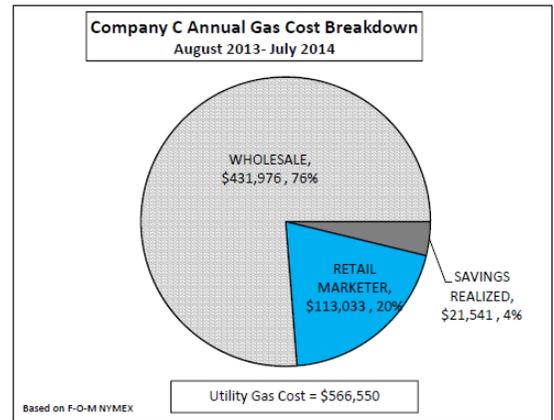
Virtually all of the audits that we have done have revealed that the clients were worse off with a retail gas marketer during the Polar Vortex, than if they had simply stayed with the local gas utility. In some cases, the expenses of that winter literally wiped out years of supposed savings they had garnered from the retail gas marketer.

The big question is why have these clients failed to apply any metrics to their gas purchasing. The most obvious question should be “am I actually saving money by buying from a retail gas marketer”? With the publicly available data, that is a really easy question to answer.

The second question that should be asked is “what is my relationship with my retail gas marketer costing me”? While this question is a little more complex, the answer is relatively straightforward. Since we already know what the utility would have charged, we simply need to pull the published data for the gas trading region to find the wholesale price. Once you know the difference between the retail prices and the wholesale price, one can then determine the split of any savings.

We have done this calculation a number of times and the one constant is that the numbers always favor the retail gas marketer. (See *chart at top right*.) In the case of Company C, a Milwaukee company, the difference between the wholesale prices and the retail prices represented 24% of their total gas spending with 20% going to the retail gas marketer and just 4% going to the company.

As a practical matter, if you have a sound gas contract, your purchases from the wholesale market should beat the utility cost by ~10% to 15% on an



annual basis. Those should be the assumed savings during periods of low prices such as the one we are in now. However, if you have a good contract, those savings should be greater during higher priced periods such as the recent Polar Vortex winter.

Conclusion

I have a sign that hangs in my office that says, “If you think it’s expensive to hire a professional, wait until you hire an amateur”. If there is one area of expertise that this applies to in Wisconsin, it is natural gas purchasing.

The bottom line is that saving money on your natural gas purchases is entirely possible. However, it requires an expertise in contracting and industry knowledge that is missing in many institutional situations. Many companies seek outside experts to help them with their health plans and other complex decisions. After what we have seen over the last 4 years, they would be well served to also seek out independent expertise to help with their natural gas purchasing. 🐼

If you have questions about this article, contact Blake Baxter at Blake.Baxter@mepsolutions.org.

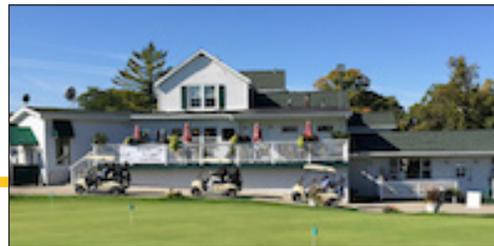
Fall Conference

The WASBO Fall Conference, Oct. 8-9 at The Osthoff in Elkhart Lake, enjoyed record numbers this year. Nearly 300 attendees gathered for a wide variety of sessions on diverse topics, enlightening keynote speakers, and networking opportunities including Thursday's Team Building session sponsored by PMA/Forecast5. This year's theme was *School Trek: Venturing Into New Territories*. (See more sponsors on page 30.)

GOLF FUNDRAISER



Golfers enjoyed perfect weather for the Scholarship Fundraiser at Quit Qui Oc on Oct. 7.



BIKE FUNDRAISER



WASBO bikers looked good coming and going!



WASBO AWARDS PROGRAM



Above: Jodi Traas, Shining Star Award Recipient, celebrates with her husband Pete Traas (right) and nominator Pat Finnemore. (See story on page 1.)

The updated Professional Recognition Awards program was introduced during Friday's general session. (See page 5 for more information.)

THURSDAY KEYNOTE KEVIN HONEYCUTT



Kevin's technology demonstration included a jam session with Tim Stellmacher.



Attendees benefitted from a wide variety of sessions.



TEAM BUILDING



Attendees worked together to complete challenges and earn clues to help them solve a puzzle.



FRIDAY KEYNOTE JOHN ASHLEY



WASB Executive Director John Ashley provided insight on promoting education in Wisconsin.

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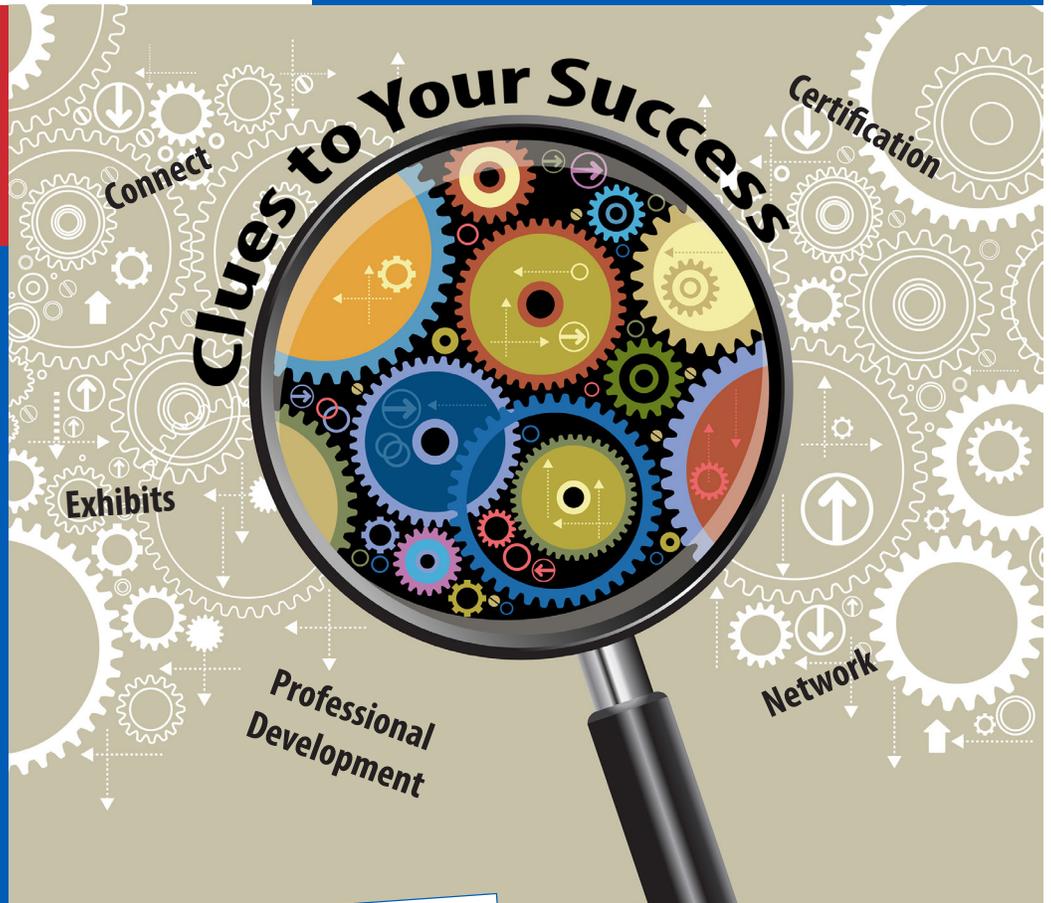
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Kelly Swanson

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Mentorship Orientation

An orientation for participants in the WASBO Mentorship Program took place Aug. 11, before the New Administrators & Support Staff Conference. Mary Jo Filbrandt (right) coordinates the program.

The WASBO New School Administrators and Support Staff Conference was held Aug. 12-13 at the Holiday Inn, Stevens Point. This conference kicks off the WASBO Year of Success program, which provides educational content for those in their first year on the job. The Year of Success includes five additional conferences: Fall Conference, WASBO Winter at a Glance, the WASBO-WCASS-DPI Federal Funding Conference, WASBO Accounting Conference, and WASBO Spring Conference.



LEFT: Participants learned about Investing in Wisconsin Public Schools.

RIGHT: Attendees met colleagues and developed new friendships.



Dave Carlson spoke to attendees about how to build trust in their district and community.

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Wisconsin's Growing Teacher Shortage

By Bruce Murphy, Editor, *UrbanMilwaukee.com*

Reprinted from *UrbanMilwaukee.com*



Bruce Murphy

Across the state there are reports of growing problems for school districts trying to fill vacant teaching positions and universities trying to attract education majors. The La Crosse School District needs to fill 23 different positions, “but the district said that’s proving to be difficult because the number of applicants continues to drop each year,” News800.com in La Crosse reports.

But that isn’t the only district coming up empty, the story noted. “I have received increased e-mails and communications from superintendents and principals about openings,” Marcie Wycoff-Horn, director of the college of education at UW-La Crosse, told the TV station. As of early August the education job website WECAN had listings for more than 2,000 teaching jobs, “a number experts say is high for this close to the school year,” Madison TV channel 3000 reported.

Four times this summer, the Waukesha School District had to post the same opening for a high school position teaching biology and chemistry, the Milwaukee Journal Sentinel reported. The West Allis-West Milwaukee School District experienced “shallow or

nonexistent” pools of candidates for teaching jobs in family and consumer services, physics and chemistry, district officials told the paper.

Prof. Diana Hess, now Dean of the School Education at UW-Madison, told Wisconsin Public Radio there is a teacher shortage across the state in both urban and rural school districts. “Even though we don’t know the exact figures... we are hearing from school districts that this late in the summer, they still have vacancies that they haven’t filled, and that’s really unusual,” she said.

Percy Brown, director of equity and student achievement at Middleton High School in Dane County, told Madison radio station WKOW the school is “struggling” to fill its business education positions — “and the reason for that is – why would someone want to be a teacher and make \$35,000 a year, when they can go into the private sector and make \$55,000.”

Officials from the Yorkville, Whitewater and Elkhorn school districts say they are having trouble finding substitute teachers, and officials in the Fond du Lac, North Fond du Lac, Rosendale-

Brandon, and Green Lake school districts face the problem as well.

The problem is likely to get worse because the number of teachers that needs to be replaced is getting bigger. “We’ve seen a reduction in teacher salaries and because of that you’ve seen more and more early retirements, but because of the attack on the profession, it’s not as attractive to want to become a teacher,” Brown said.

The Spooner school district saw 25 percent of its faculty retire, resign, or not have their contract renewed this year, and the Madison and Milwaukee districts are also losing high numbers of teachers, as Paul Doro reported for Urban Milwaukee. Experts say there will be a huge number of openings to fill in the coming years because 22 percent of the state’s current teaching base is aged 55 or older.

Meanwhile, the supply of new teachers is shrinking, providing fewer new teaching applicants. At UW-Oshkosh, which has one of the state’s largest teacher training programs, the number of students majoring in education has declined by 25 percent over a four year period.

UW-Milwaukee’s School of Education has seen a 23 percent decrease in enrollment in a five-year period from more than 3,000 in 2010 to a little more than 2,300 in 2015, as Jeremy Page, assistant dean of student services in the School of Education, told Urban Milwaukee. Marquette’s College of Education has decreased steadily, from 445 students in 2010 to 385 in 2014, the JS reported.

UW-Stevens Point has seen an 18 percent decline in students who are studying to become teachers. “In fall 2010 we had about 1,409 students, now we have about 1,150 students,” the university’s head of education Patricia Caro told WAOW.com, the ABC



affiliate in North Central Wisconsin.

Why the sudden decline in the supply of teachers? Steve Salerno, associate superintendent of human resources for the La Crosse School District, told News800.com that until 2011 the district had virtually no issues trying to fill an open position, but since then, trying to find a teacher or even a teaching assistant has been difficult. “At the height of Act 10 we began to see fewer and fewer people entering into the profession,” he said.

Brown blamed the reduction in compensation for teachers: “because of that you’ve seen more and more early retirements,” yet “because of the attack on the profession, it’s not as attractive to want to become a teacher,” he told WKOW. Caro, too, pointed to Act 10 as a key reason for the decline of teaching majors.

The reduction in compensation and security for teachers resulting from Act 10 comes at a time when recent college graduates are facing record student loan debt. The improvement in the economy also means more private sector jobs are available. Meanwhile, the criticisms directed at teachers may send a message to young people that teaching is not a valued or respected profession in Wisconsin.

What’s remarkable about this whole situation is that no one pushing for Act 10 and arguing that teachers earned too much ever presented any evidence to support this point. Indeed, Act 10 was simply the first step in a series of un-studied policy changes launched by Gov. Scott Walker and Republican legislators.

No one had any idea gubernatorial candidate Scott Walker intended to propose Act 10. Walker had signaled he’d want greater contributions to pension and health insurance for state workers only, and never mentioned wanting this from teachers or municipal workers. In fact, his aide Ryan Murray wrote a deputy sheriff to assure him that “Scott’s plan (to require higher pension contributions) will apply to active state employees only” and “not to....teachers and local

The reduction in compensation and security for teachers resulting from Act 10 comes at a time when recent college graduates are facing record student loan debt. The improvement in the economy also means more private sector jobs are available. Meanwhile, the criticisms directed at teachers may send a message to young people that teaching is not a valued or respected profession in Wisconsin.

government employees.”

And when Walker justified Act 10, he repeatedly said the state’s taxpayers shouldn’t have to pay for better benefits for public employees than they themselves received. Not once did Walker point to a study of comparable jobs to suggest teachers were overpaid compared to other white collar workers in this state or nationally.

The reality is that Republican Gov. Tommy Thompson had imposed state limits on school spending and teachers union arbitrations to steadily reduce teacher salaries. In the late 1980s, Wisconsin spent 47 percent more than the average state in per-pupil expenditures and average teacher salaries here ranked among the top 10 states. By 2007-08, Wisconsin had dropped to nearly the national median in school spending, and Wisconsin average teacher salary ranked 23rd nationally, at 93 percent of the average pay nationally.

So it would hardly be surprising if the significant reduction in compensation for teachers passed in 2011, along with the end of their collective bargaining rights and a reduction in the stature and prestige of the job, might reduce the supply of teachers. Add to

that the increase in voucher schools, which means more cheap schools with much lower salaries replacing public schools, and there are many reasons that students might see teaching as a less attractive option in Wisconsin.

In Indiana, where the number of people obtaining a teaching license fell by more than 50 percent since 2010, critics of the state’s policies have blamed the growth of private school vouchers and widespread bashing of public school teachers by Hoosier elected officials. Indiana also passed a law reducing collective bargaining rights. Two legislators there have asked for a study of why the teacher shortage has arisen.

But Wisconsin, where the Wisconsin Idea once married academic research to public policy, now prefers government by whim. Walker and Republican legislators clearly see that school districts are having problems attracting teachers, but their solution is to simply lower standards for the profession.

A proposed budget item would have allowed anyone with a bachelor’s degree to be hired and licensed to teach sixth- through 12th-grade English, math, social studies or science, and would have allowed any person with relevant experience — even a high school dropout — to teach in any other non-core academic subject in those grades. The final budget cut the first item but allowed the reduction in standards for teachers of non-core subjects.

As the teacher shortage grows, how will state leaders respond? Based on the last four years of policymaking, you can expect more proposals — with no study of the possible consequences — to reduce standards for the profession. 🇺🇸

Bruce Murphy is editor of UrbanMilwaukee.com, an online daily that publishes substantive news and commentary and has a growing readership in the Milwaukee area and beyond.

Back Tracking

By Don Mrdjenovich, Retired WASBO Executive Director



Don
Mrdjenovich

When you realize that you have been traveling in a questionable direction for a long time, you find yourself in a place where you didn't intend to be. It is not like you made a mad dash to get there. It's more like you kept moving along and not looking far enough ahead to anticipate where your trek might lead you. In my experience, that pretty much explains the current status of public employee relations in our state, as well as many others.

Public employee unions struck out on a path to the present about 47 years ago with the enactment of a right to bargain law. Consider the fact that almost every proposal that has ever been put on the table by a union can be placed in one of the following three categories:

1. Less work.
2. More compensation.
3. More control of the work environment.

In fairness, that is what unions are supposed to do. I must also state that any non-union negotiations, including my own over the years, could also be placed into one of those categories. It is also true that most non-union school employees also benefited from the contracts negotiated by public employee unions.

Saying yes to union proposals for so many years has had a tremendous cumulative effect, resulting in an ever-increasing limitation on the powers and authority of elected public officials. By law, school boards are elected to act in the best interests of students. Unions are not created for that purpose. The constant and reliable flow of dues money to union coffers has provided them with unprecedented legal and legislative power never before seen in our history. Are they to be criticized for their success? I think not. They were and are doing what unions are supposed to do.

Elected Boards of Education and other public employers, who by law, can't close their businesses or cite negative balance sheets at the negotiations table, find it to be increasingly difficult to implement efficiencies or change from the status quo. Saying no was never easy, nor was facing the threat of strikes and binding arbitration. School Boards found themselves limited as never before in their ability to act in the best interests of the students they were elected and pledged to serve.

In an attempt to correct the perceived imbalance of authority and control that recently existed between elected officials and public employees, our governor and his majority in the legislature took a most aggressive and divisive approach. While I would have chosen a more moderate approach, one can not argue that the opportunity now exists to do some corrective back tracking.

I'm not suggesting we go all the way back to the starting point, but some positive changes can now be made in the working relationship between public employees and their public employers. Hopefully, the welfare of students will prevail more often than they have in the past. I am equally hopeful that our School Boards will continue to respect and appreciate those teachers, administrators and support staff who have served our children in a caring and professional manner for so many years. None of us wants to again find ourselves in a place where we never intended to be. 🇺🇸

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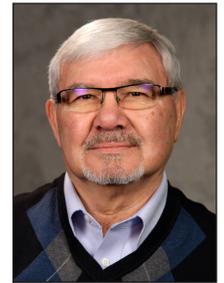
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Brief: Make a Bigger Impact by Saying Less

Authored by Joseph McCormack

Review by Orvin R. Clark, EdD, RSBA, Retired



Orvin R. Clark,
EdD, RSBA

Joseph McCormack, author of *Brief: Make a Bigger Impact by Saying Less*, received a BA Degree in English Literature from Loyola University of Chicago.

He founded and serves as President of The Sheffield Company, an award-winning boutique agency. Also he founded The BRIEF Lab; his clients include W.W. Grainger, Harley-Davidson, USG Corporation, BMO Harris Bank, SAP, MasterCard, Heinz, Hoffman-La Roche and Jones Lang LaSalle. He developed a unique curriculum on strategic narratives for the U.S. Army Special Operations Command (Ft. Bragg, NC). He specializes in short-form visual media, narrative messaging, and corporate storytelling.

“Brief: Make a Bigger Impact by Saying Less” is 217 pages in length, four parts, and 20 short chapters.

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Chapter 8 – Talk It: Controlled Conversations and TALC Tracks

Long story short. To be brief means to avoid endless monologues and to start having controlled conversations with a rhythm, a purpose, and a point.

Chapter 9 – Show it: Powerful Ways to Make a Picture Exceed a Thousand Words

Long story short. Visual communications are far more appealing than words alone. Explore simple, more effective ways that prove a picture’s worth a thousand words.

Chapter 10 – Putting Brevity to Work: Grainger and Al and Betty Story

Long story short. W.W. Grainger dared to be different by deciding to map, tell, talk and show its five-year vision as a strategic narrative all employees could embrace.

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Chapter 15 – Whose Bright Idea Was that Anyway?

Long story short. The best ideas are explained simply.

Chapter 16 – It's Never Really Small Talk

Long story short. Convey meaningful messages in informal fluid settings by using as few words as possible.

Chapter 17 – Help Wanted: Master of Brevity

Long story short. Interviews are moments to have controlled conversations, not nervous monologues.

Chapter 18 – I've Got Some Good News

Long story short. Sharing good news briefly highlights the success and leaves people wanting to hear more.

Chapter 19 – And the Bad News Is...

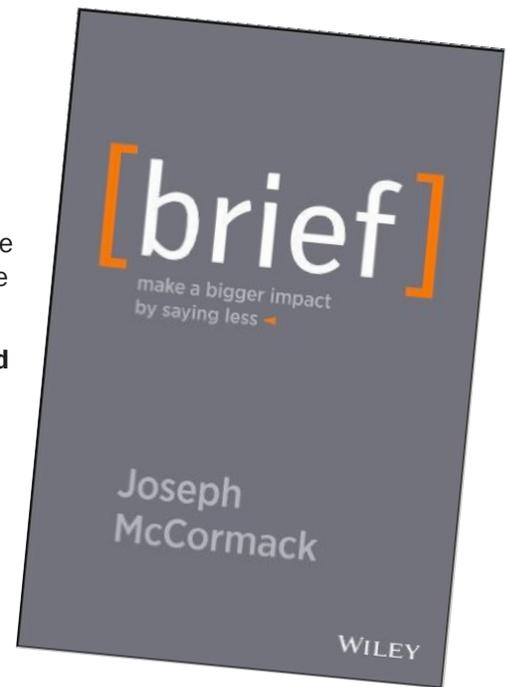
Long story short. Delivering bad news is a matter of mastering and minimizing a moment.

Chapter 20 – Got-a-Minute Updates

Long story short. Tighten your message to be sure your audience stays positive and on track.

Part Four – Being Brief Summary and Action Plan

Long story short. Master high impact brevity with four proven approaches: Map It, Tell It, Talk it, and Show it – read the book. 📖



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rwaelti@mvpbanking.com

Obituary: Doug Bunton, Retired Business Manager

Douglas Hale Bunton, 68, of Janesville, died on Thursday, Oct. 1, 2015, at his home surrounded by his family. He was born in Peoria, IL, the son of Hale Eugene and Edith Pauline Jones Bunton. Douglas grew up in Washington, IL, where he graduated from high school. He attended Southern IL University where he received his bachelor's and master's degrees. He taught sixth grade in Carterville, IL, later becoming the superintendent of schools in Deer Park and Tonica, IL. He later served as assistant superintendent and business manager for the Geneseo, IL, school district. Douglas came to Janesville

in 1986, when he became director of business services and an assistant superintendent for the Janesville School District, a position he held until retiring in 2009. He was a member of Cargill United Methodist Church, Wenona IL Masonic Lodge #344 and a former member of the Janesville Noon Lions Club.

Douglas Bunton is survived by his wife, Kathryn (Stroud) Bunton whom he married on June 5, 1971; three sons: Douglas Matthew (Leah) Bunton of Ladysmith, WI, David Neil (Stephanie) Bunton of Hubertus, WI, Joseph Hale (Jenny) Bunton of Madison, WI; seven grandchildren, Olivia, Madeline,

Benjamin Douglas, Grace, Sophia, Gwendolyn and Jack Douglas; his parents, Hale and Pauline Bunton of Janesville; his brother, Gary (Donna) Bunton of Cary, IL; and his nephew, Zachary Bunton.



Funeral services were held on Monday, Oct. 5. "Whether writing the original poem "Ranger, Ranger See the Danger" while camping with his grandchildren, landing trophy walleye from the stern of a canoe in Quetico, or toting a shotgun with his two English Setters, Molly and Kasey, nature and family were a constant theme throughout his life. Dad was an educator and he taught us how to love and how to live. These precious lessons, well learned, will be carried with us throughout our lives." 🇺🇸

Composting: What Do You Think?

Continued from page 16

5. We also placed compost receptacles in all of the buildings' restrooms for used paper towels.
6. Track the amount of garbage that is now being composted as opposed to going to a landfill.

We are excited about this program on many levels. We are using it as our Green Apple Day of Service Project this year. Teachers are using the information in our curriculum to show the amount of diversion from the landfills, and hopefully the cost savings. As we see the benefits of the program, we will roll this program out to all of our schools.

COMPOSTING: WHY NOT? 🇺🇸

Questions about composting? Contact Jim at jim.beckmann@glendale.k12.wi.us.

The Wisconsin School Leadership Career Center



Connecting professionals and employers in Wisconsin's school leadership community. www.wasbo.com/careers

Find the **people** and **careers** driving innovation.

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www.wasbo.com/careers

ASHRAE 52.2 Revised Again

By Ben Klawitter, Certified Air Filter Specialist, Filtration Systems, Inc.



Ben Klawitter

Since ASHRAE introduced us to MERV in 1999, there have now been three revisions, the latest published in June 2013 ASHRAE 52.2-2012 is now the current test standard for defining an HVAC filter's MERV. This could not have come at a better time as there are some industry trends that were expressly addressed in this revision of the test standard. Here are the highlights:

Electronic Air Cleaners:

There is a section where ASHRAE discusses electronic air cleaners, also known as Active Field and Electrostatic Precipitators (ESPs). ASHRAE notes that 52.2 is not applicable to these types of filtration devices – which means no MERV can be assigned to

them. They go on to note that the efficiency of these devices decline over time and are dependent on the conductivity of the dust they collect. In the industry there are a few manufacturers pushing this technology, it is typically very expensive and with ASHRAE's concerns noted in this revision of 52.2 there should be extreme due diligence on your part as a building manager when considering this technology.

Appendix J and Synthetic Media Filters:

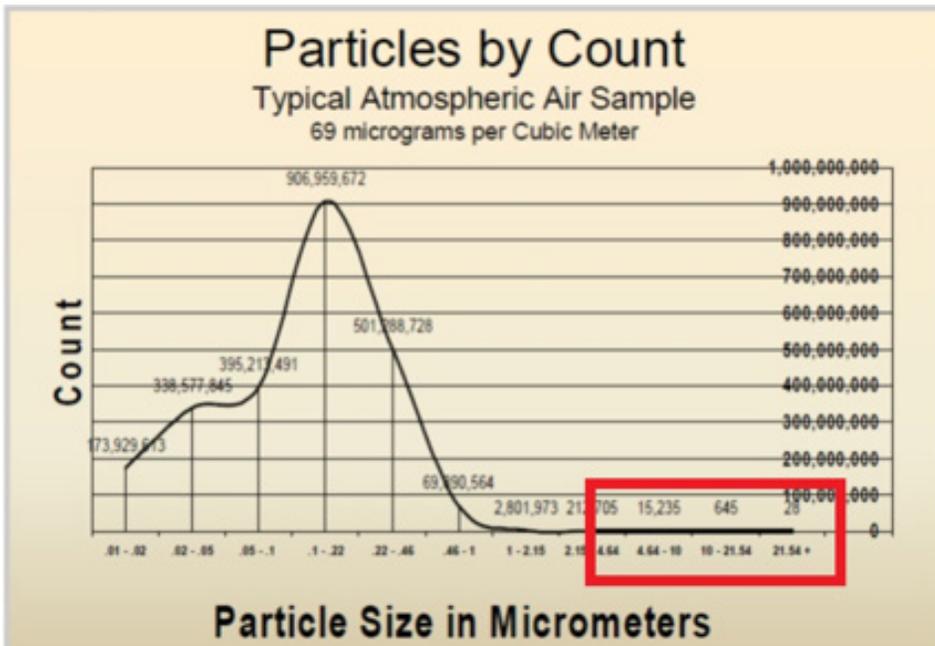
Appendix J was the big addition to the 2007 revision of 52.2 and ASHRAE now expands on this topic while also making the Appendix J portion of the test standard mandatory, the

2007 revision listed Appendix J as optional. ASHRAE states on page 3 that synthetic media filters drop in efficiency during actual use and even with Appendix J may still test at a higher MERV than what will be achieved during actual use. Synthetic air filter media became and remains popular with air filter manufacturers because it is cheap to make and under the old test standard tested very high – with this publication by ASHRAE some air filter manufacturers now are trying to hide or just do not mention what type of media they use.

Test Dust:

Outdoor/Ambient air was ASHRAE's first choice for the test dust used to determine a filter's efficiency; however because of the test standard including particle sizes up to 10 microns ambient air was passed over because "it lacks a statistically significant quantity of particles larger than 3 microns." To the left is a chart of the particle size distribution of ambient air – the box illustrates what a MERV-8 filter catches. It is because of the high amounts of smaller particles many air filtration organizations, LEED, and the EPA all recommend MERV-13 as what should be the standard. 🇺🇸

If you have questions about this article, contact Ben at ben@fsmn.com.



Member Moves and Retirements

On the Move

- **Mary Anderson**, HR/Finance Specialist, Wheatland SD, to private sector
- **Darren Clark**, from Director of Business Services, Mukwonago Area SD, to Assistant Superintendent for Business Services, SD of Waukesha
- **Bob Chady**, Business Manager, Lake Mills SD, to Business Manager, Marshall Public Schools
- **Jeff Garretson**, VP Business Development, Berghammer Construction, to JH Findorff
- **Tim Graffin**, District Electrician/HVAC, SD of Fort Atkinson, to Masters Building Solutions
- **Steve Grams**, Regional Account Executive, Continuum Energy, to Senior Marketing Executive, H&H Energy Services/MEP Solutions
- **Angela Hanson**, Business Manager, SD of Manawa, to unknown
- **Jefferey Hoegger**, Minocqua Jt 1 SD, to unknown
- **Cheryl Knowles**, Business Manager, Boscobel Area Schools, to Business Official, Wisconsin Heights SD
- **Gina Kolzow**, Finance Director, Arbor Vitae-Woodruff SD to Finance Manager, Minocqua Jt 1 SD
- **Laurie Krueger**, Operations Supervisor, Racine Unified SD, to Operations Supervisor, Kenosha Unified SD
- **Jon Lamberson**, Superintendent, Cedarburg SD, to unknown
- **Kellie Manning**, Superintendent, Curriculum Director, Pupil Services Director, Fall River SD, to Superintendent, Eleva-Strum SD
- **Julie Marx**, District Accountant, Hartford Union High SD, to Comptroller, Neosho Jt 3 SD
- **Dan McCrea**, Business Manager, Marshall Public Schools, to Business Manager, Clinton Community SD
- **Jason Melotte**, Technology Director, Algoma SD, to Director of Business Services, Algoma SD
- **Becky Moosbrugger**, Business Development Director, A'viands, to unknown
- **Wendy Perkins**, Business Official, SD of Alma Center-Humbird-Merrillan, to Director of Business Services, Randall Consolidated SD Jt #1/Wheatland SD
- **Shelli Reilly**, from Director of Business Services, Richmond SD, to Comptroller, Hamilton SD
- **Jessica Schroeder**, Environmental Health & Safety Team Manager, CESA #10, to Risk Management Consultant, Community Insurance Corporation
- **Kevin Schwinn**, Kiel Area SD, to Maintenance Supervisor, Beaver Dam SD
- **De'kendrea B. Stamps**, from Transportation Coordinator, Madison Metropolitan SD, to unknown
- **Wayne Teuscher**, Safety and Operations Coordinator, Edgerton SD, to private sector
- **Edythe Teichert**, Financial Manager, SD of Florence County, to unknown
- **Sarah Viera**, Finance Manager, West Bend SD, to Business Manager, Merton Community SD
- **Jeff Walker**, Business Manager, Clinton Community SD, to overseas
- **Brian Walters**, from Coleman SD to Director of Business and Finance, Marinette SD
- **Erin Wheeler**, Business Official, Wisconsin Heights SD, to Business Operations Manager, Middleton-Cross Plains SD
- **Michael Williamson**, Business Manager, Merton Community SD, to Director of Business Services, Hartford Union High SD

Retirements

- **Stan Acker**, Maintenance Director, Wautoma SD
- **Pete Balzer**, Director of Employee Services, SD of New Berlin
- **Cheryl Beck**, District Bookkeeper, Watertown Unified SD
- **Lauri Clifton**, Director of Business Services, SD of Waukesha
- **Sherry Jaeck**, HR Generalist/Systems Manager, SD of Menomonee Falls
- **Charlie Kramer**, Director of Buildings & Grounds, Eau Claire SD
- **Gary Kvasnica**, Business Manager, Kimberly Area SD
- **Steve Miksic**, Senior Marketing Representative, EMC Insurance Companies
- **Rodney Pence**, Director of Transportation, Oregon SD
- **Patricia Schaefer**, Comptroller, Hamilton SD
- **Dave Wagner**, Representing Dant Clayton, D Thomas

Keep us Posted!

Retiring? Contact WASBO before you leave so we can update your member type to retired and get your new contact information. Email Kristin Hauser at hauser@wasbo.com. If you are interested in being added to our interim list, send an email to Woody Wiedenhoef at wwiedenhoef@wasbo.com.

Changing Districts? Be sure to update your profile at WASBO.com so you don't miss any communications. Call 608.249.8588 if you need help. 📞



Stay Connected



Interim Assignments

As school business officials (business managers, bookkeepers, facility directors and other critical positions) take new positions or retire, the districts they depart are left with a void. In addition, many districts are in need of consulting help on project or oversight work. These districts are in need of assistance from interim school business officials until their openings are filled or specific projects are completed. If you would like to be considered, please send a one-page resume and other pertinent details to Woody at wwiedenhoeft@wasbo.com.

Network by Participating on a WASBO Committee

Meet professional school colleagues and service affiliates, share ideas, enhance WASBO services and enrich your professional development. Serve on a WASBO committee — you'll do all that, and more. Find out more at WASBO.com/committees. Contact Kristin Hauser at hauser@wasbo.com.

Mentorship Program

New professionals are entering the field regularly. If you know of someone new in your region who could use the help of a mentor, contact WASBO's Mentor Coordinator, Mary Jo Filbrandt, at filbrandt@wasbo.com.

Share Your Expertise

Has your school district implemented a new practice? Do you have a story to tell? Share your experience by writing an article for *Taking Care of Business*. Email your submission to Áine Calgaro, calgaro@wasbo.com.

Is your WASBO membership up to date?

Log in at WASBO.com, check your profile and update your communication preferences!

Welcome New Members • August - September 2015

District Professional Members

- **Ted Alberson**, Transportation Director, Flambeau School District
- **Nathan Carlson**, Facility Manager/Electrician, Howard Suamico School District
- **Wayne Craig**, Lead Maintenance Director, Wautoma Area School District
- **Kim Dros**, Administrative Assistant - Accounting, Muskego Norway School District
- **Traci Endries**, District Bookkeeper, Brillion Public Schools
- **Susan Frank**, Business Office Manager, Three Lakes School District
- **David Hechimovich**, Supv. of Buildings and Grounds, Watertown Unified School District
- **Benjamin Hill**, Director of Buildings and Grounds, Kiel Area School District
- **Theodore Kryder**, District Administrator, School District of Crandon
- **Michele Lehner-Zanon**, District Accountant, Sparta Area School District
- **Laura Lemmen**, Bookkeeper, Gilman School District
- **Carolyn Maricque**, Business Manager, Brown Co CDEB
- **Sue Murphy**, Human Resources, Ellsworth Community School District
- **Sarah Pitzen**, Executive Assistant, Sheboygan Area School District
- **Lisa Salo**, Accounting Manager, Kenosha Unified School District
- **Timothy Williamson**, Project Manager, West Allis-West Milwaukee School District
- **Diane Wittman**, Auxiliary Services, Appleton Area School District

Service Affiliate Members

- **Brian Baker**, Business Development Manager, Illingworth-Kilgust Mechanical
- **Jason Carrier**, Compass Group USA
- **Thomas Cox**, Principal, ICS Consulting Inc.
- **Pete Dewar**, Humana
- **John Emery**, Principal, Risk & Insurance Solutions, LLC
- **Sherri Fields**, Account Executive, PublicSchoolWORKS / KEH Communications
- **Martin Heyne**, Territory Manager, Church Mutual Insurance Company
- **Michele James**, Account Manager, CTS Group
- **Scott Johnson**, Account Executive, Siemens Industry, Inc.
- **Suzanne Kaiser**, Benefits Consultant, Associated Financial Group
- **Cheryl Kryshak**, Vice President - Risk Control, Church Mutual Insurance Company
- **Brian Lee**, Sales Director, eznetpay, LLC
- **Mike Murphy**, Scherrer Construction Co., Inc
- **Bob Pfeiffer**, Vice President-Sales, Activate Healthcare
- **Robin Ross**, Director of 403b Retirement Services, National Life Group
- **Haley Torgerson**, Administrative/Marketing Associate, Scherrer Construction Company, Inc.
- **Jim Wede**, Business Development Manager, Performance Services
- **Mark Weimer**, President/Owner, Weimer's Specialized Installation and Repair Services, Inc.
- **Steve West**, VP of Education and Business Dining, A'viands Food and Services Management
- **Scott Whitley**, Risk Control Supervisor, Church Mutual Insurance Company

Student Members

- **Andrea Dolch**, Student, UW-Whitewater
- **Sherri MacGregor**, Arrowhead Union High School District



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Upcoming Events - WASBO.com

Professional Development

ASBO International Annual Meeting & Expo
 Oct 23-26 - Gaylord Texan Resort & Convention Center, Grapevine, TX (Viterbo Credit)
 Midwest Facility Masters Conference
 Nov 2-3 - Kalahari Resort & Conference Center, WI Dells (Viterbo Credit)
 SFO Study Group
 Dec 1 - Madison Marriott West Winter at a Glance
 Dec 1 - Madison Marriott West WASBO-WASPA School Personnel Academy
 Dec 2-3 - Madison Marriott West (Viterbo Credit)
 WASB-WASDA-WASBO State Education Convention
 Jan 20-22, 2016 - Wisconsin Center, Milwaukee (Viterbo Credit)
 WASBO-WCASS-DPI Federal Funding Conference
 Feb 16-17, 2016 - Kalahari Resort & Conference Center, WI Dells (Viterbo Credit)
 Facilities Management Conference
 March 8-9, 2016 - Kalahari Resort & Conference Center, WI Dells (Viterbo Credit)
 Transportation & Bus Safety Conference
 March 9, 2016 - Kalahari Resort & Conference Center, WI Dells

Scholarship Fundraisers

Spring Golf Fundraiser
 May 25, 2016 - Trappers Turn, Wisconsin Dells
 Spring Bike Fundraiser
 May 25, 2016 - 400 Trail

Certified School Risk Managers (CSRMM)

Courses (Viterbo Credit) - all courses in Madison
 Measuring School Risks
 Nov 11, 2015 and March 15, 2016
 Funding School Risks
 Nov 12, 2015 and April 5, 2016
 Administering School Risks
 Dec 9, 2015 and April 6, 2016
 WI Workers' Compensation Specialist Course
 Dec 10, 2015
 Fundamentals of Risk Management
 Feb 24, 2016
 Handling School Risks
 Feb 25, 2016
Buildings & Grounds Group Meetings
 Coulee Region - First Thursday of the month. Meetings start at 10 am.
 Milwaukee Metropolitan- Meetings are the third Thursday of the month.

Committee Meetings

Midwest Facility Masters Conference
 All meetings at 10 am, by conference call, Oct 15; Oct 29 (if needed)
 Safety & Risk Management
 All meetings at 11:45 am, WASBO Offices in Madison unless otherwise noted. Oct 21 (M3 Insurance); Jan 12, 2016; April 12, 2016; Aug 9, 2016
 School Facilities
 All meetings at 9:30 am, WASBO Offices in Madison unless otherwise noted. Oct 21 (M3 Insurance); Jan 12, 2016; April 12, 2016; Aug 9, 2016
 School Personnel Academy Planning
 TBD
 Spring Conference
 Meetings at 2 pm by conference call unless otherwise indicated. Nov 6; Dec. 18; Jan 21 (3 pm during Joint Convention); Feb 26; March 15 (6:30 pm during Accounting Conference)
 Transportation
 Meetings at 10 am. Oct 14, WASBO Offices; Nov 4, conference call; Dec 11, conference call (if needed)

Regionals

Check WASBO.com for details.
 Bay Area/Northeast - Meetings start at 11 am. Dec 11, Denmark (9 am); Feb 12, 2016, Oshkosh; April 8, 2016, Fond du Lac; May 13, 2016, Manitowoc
 Madison Area - Meetings start at 9 am at Stoughton Area School District.
 Nov 6; Dec 4; Feb 5, 2016; March 4, 2016; April 1, 2016; May 6, 2016
 Northwest - Meetings start at 10 am at Lehman's Supper Club in Rice Lake
 Southeast - Meetings at 1 pm.
 Nov 6, Arrowhead; Dec 4, Nicolet; Jan 8, 2016, Oak Creek-Franklin; Feb 5, 2016, Cudahy; April 15, 2016, Hamilton-Sussex
 Southwest - Meetings start at 12:30 pm at CESA 3. TBD
 West Central - Meetings from 10 am - 1 pm at Sparta Area SD Admin & Education Center. TBD
 WI Valley - Coffee at 9 am, Meeting at 9:30 am. Nov 13, Mosinee; Dec 11, Stevens Point; Feb 19, 2016, Wausau; March 11, 2016, Auburndale/Stratford; April 22, 2016, Northland Pines; Aug 19, 2016, Merrill