

APR/MAY 2010

CSI: AASBO – An Exciting Theme for Summer Conference July 21-24

By Don Harris

Forget all those exciting CSI shows. Get ready for CSI AASBO, also known as the AASBO 57th Summer Conference and Exposition.

Just like the popular TV shows, the AASBO theme, according to Tom Elliott is: “How do we figure it out? AASBO’s CSI stands for Collaborate, Solve and Implement.”

As AASBO President-elect, Tom’s main responsibility is planning and staging the annual gathering of school business officials and vendors. It will be held July 21-24 – Wednesday through Saturday – at the J W Marriott Starr Pass Resort and Spa in Tucson.

The CSI theme will be carried throughout the four-day event, with such possible names as CSI Monte Carlo for casino night and CSI Honolulu for the luau pool bash.

Tom plans to follow up on the Soles for Souls charity event launched last year by AASBO President Dave Peterson, in which shoes were donated to charitable organizations for distribution to the needy.

“This year, we’re going to have a duck race,” Tom says. “Plastic ducks, of course. We’ll drop them into the lazy river at the Marriott. The hotel is very supportive. The ducks will be \$10 a piece. We want

to get the vendors and our members involved, and we’ll donate the money to a charitable organization, something that touches all parts of the state. It’ll be fun, and we’ll be doing something for charity.”

Tom took seriously the responsibility for putting on the summer conference. He hand-picked members of the planning committee and instructed them to recruit top-notch, high-quality people to put on presentations. “I told them not to sit back and wait for proposals to come in. We want smart people who are doing good things, and we want to get these people to talk to our membership.

“It looks like we will have some great programs with some timely information. My committee took the challenge and made the effort to get more of our members involved as well. We will see a lot of vendor/member combinations doing presentations.”

The idea is to have an AASBO member who can provide first-hand experience on how the product or service that the vendor is discussing has helped their district. Pairing a vendor with an AASBO member is also intended to address concerns that some presentations in the past were more of a sales pitch.

“We took a real serious look at that,” Tom says. “Based on what [Continued on page 11](#)

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A Message From the President

By David Peterson

The End is Just the Beginning

So – success! The budget was signed, and the atmosphere was relief – with feelings of wanting to move forward and yet taking a giant step backwards. For years, the state has not fully funded its formula for allotting money to schools. There is no effort to work with all stakeholders and as we face a temporary sales tax referendum, I want to say it's a sad ending. School finance is not simply a matter of dollars and cents. Rather, the amount of funding available, the way those funds are allocated, and the resources they provide are indicators of our collective hopes and priorities for public education. Like it or not, we are at one of the most pivotal times in our history when it comes to public education. No

matter whom we are – business owner, senior citizen, employee, parent, educator, neighbor – the quality of our public schools affects the quality of our life and the vitality of our state.

People like to complain. I get that. But do they really want to be part of the process? If you care about the issues – make the time to go to go meetings and talk with your legislator. Or if you can't, send an e-mail or a letter. No matter how you do it, make your voice heard. With big problems, school districts are making important decisions. Our state legislators need to know what you think. Use your voice. It's never been clearer than now that our representatives need a stronger push to stand up for schools. Get involved at all levels – local, state and national – to ask our elected officials to support public education. Call and write the Governor and your state legislators to tell them how you feel. It only takes about 10 minutes to call all of them. They record your opinion and keep a record, so your call does make a difference!

At least 90% of America's children have one experience in common: public school. Our public schools remain the single most powerful force for instilling the basic democratic principles that Americans hold dear **Continued on page 34**

When people go to work they shouldn't
have to leave their hearts at home.

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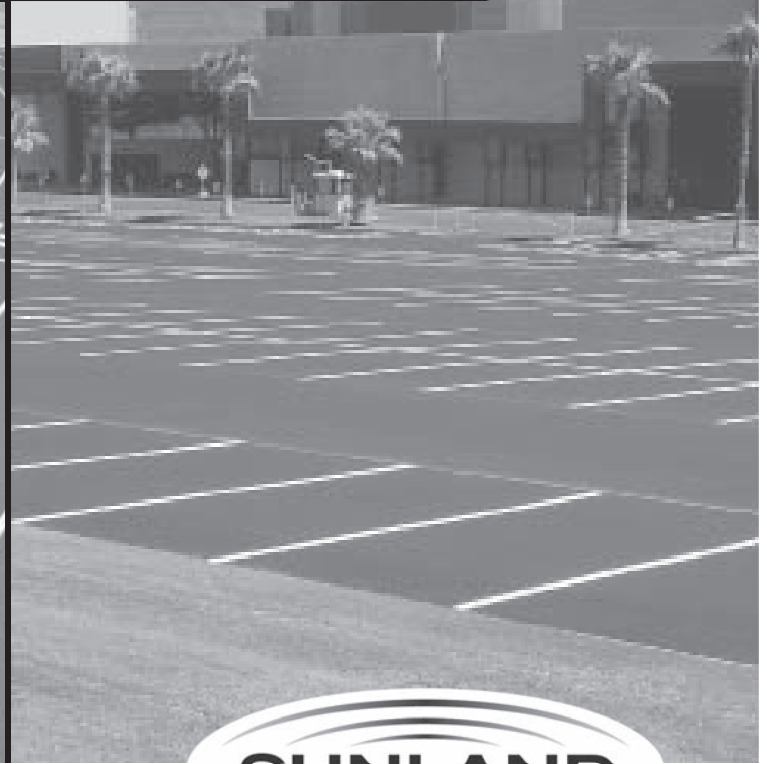
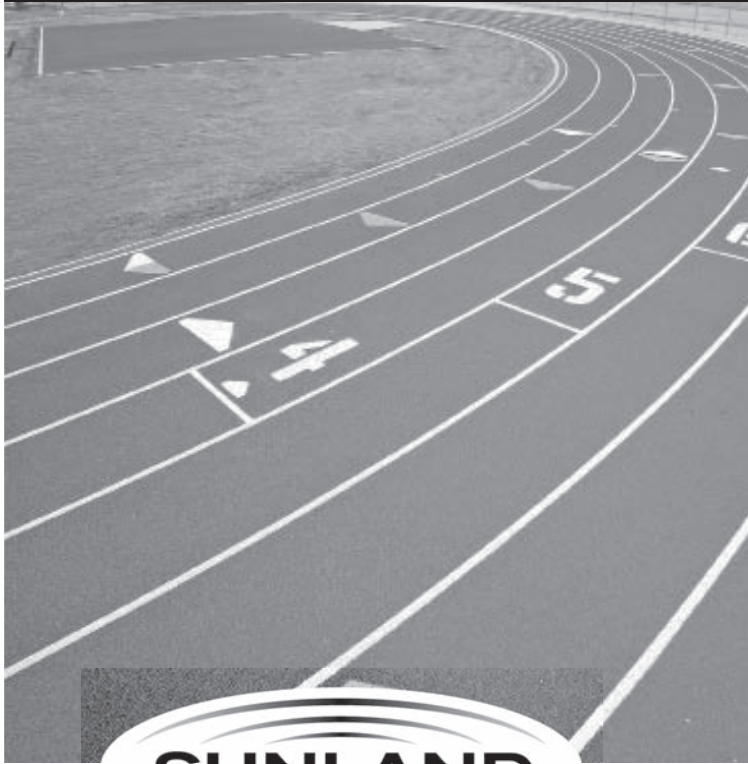
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The Journey to the Extraordinary

By John Fung

"You've got to get up every morning with determination if you're going to go to bed with satisfaction."

— George Lorimer —

Over the years I have heard people say, "Winners never quit, and quitters never win." Now you might think that's a nice, quirky statement, but it's actually true.

Several years ago, a survey was taken of 120 top performers in business, sports, politics, entertainment and academia. The one characteristic all these winners had in common is that they persistently worked to reach the top.

The life story of the late popcorn king, Orville Redenbacher, is a classic example of such persistence. He was 63 years old before he convinced supermarket buyers that their customers would pay double for his premium popcorn. For many years, on his father's Indiana farm, he tried to improve on a formula that had remained virtually the same since popping corn by the colonists over 200 years ago.

Finally, he came up with a variety of corn that, when popped, was lighter and fluffier than the standard store-bought variety. Then he learned how to dry it slowly, to assure that every kernel would pop.

In fact, Orville spent the next few years driving through

Indiana and Illinois seeking farmers who would grow the corn and retailers who would sell it. It was not until a Chicago marketing firm convinced him to put his photograph on the label and to change the name from "Red Box" to "Orville Redenbacher's Gourmet Popping Corn" that started the revolution.

He thought it was absurd that people would want to buy a jar of popcorn with a picture of an old man on the label. He gave it a try and it became the world's leading popping corn. Asked about his philosophy of life, Redenbacher replied, "Never be satisfied. Be stubborn. And be persistent."

History proved that Redenbacher was correct – persistence is one of the most important ingredients in the formula for success. So you might be wondering HOW you can get that kind of persistence into your life and into your career.

First, use the language of inclusion. To a great extent, your attitude, your performance, and your persistence are influenced by the words you speak. And all too many people use negative language that destroys their persistence.

Second, choose your reactions. No one gave you a bad attitude, and no one can take it away. Likewise, no one can give you a good attitude. It's a choice you make.

At the same time, your persistence, or lack of it, is the result of the choices you make. If you choose a positive reaction to a situation, you will remain persistent. But if you choose a negative reaction, you will give up. It's that simple.

You can start by having a good mood and always having something positive to say. When someone asks you how you are doing, say something positive, such as, "If I were any better, I would be twins."

Life is all about choices. When you cut away all the junk, every situation is a choice. You choose how you react to situations. You choose how people will affect your mood. You choose to be in a good mood or a bad mood. It's your choice how you live your life.

I learned from my experiences that you have the choice to either enjoy your life or to hate it. The only thing that is truly yours – that no one can control or take from you – is your attitude, so if you can take care of that, everything else in life becomes much easier.

Continued on page 32

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AASBO Members Seek Leadership Positions

By John Fung

The following AASBO members have declared their candidacy to serve the organization for the following positions on the Board of Directors. This year's election will take place during the 57th Annual Conference & Exposition, which will be held July 21-24, 2010, at the JW Marriott Starr Pass Golf Resort & Spa in Tucson.

A complete profile and resumes of all candidates will be provided in the annual conference program book. AASBO members have until Friday, May 28, 2010, to declare their candidacy for the positions listed below. Pursuant to the association's bylaws, only active members are eligible to run and to vote for these positions.

Office of Vice President: (One candidate)

Bobette Tomerlin is the Assistant Superintendent for Business Services for Payson Unified School District and has been employed at Payson Unified since 1995. In this position, Bobette directs the budget development, payroll, accounting, technology services, and purchasing areas for her school district. Bobette is completing her second two-year term as Treasurer of AASBO. Bobette received her Bachelor of Science degree in Accounting from Arizona State University and is a Certified Public Accountant (CPA).



Treasurer: (One candidate)

Bill Munch has been employed by Mesa Public Schools as their Director of Purchasing since August 2007. He has more than 20 years of experience in public procurement at the state and school district levels. Bill received his Bachelor of Arts degree in Purchasing and Materials Management from Arizona State University. He received certification as a Certified Purchasing Manager (CPM) and Certified Professional Public Buyer (CPPB). In addition to his employment at Mesa Public Schools, Bill currently serves as President the Tempe Elementary School District Governing Board. Bill is completing a two-year term on the AASBO Board of Directors as Director of Membership Services.



Director of Educational Programs: (One candidate)

Shari Zara is completing a two-year term as Director of Educational Programs with AASBO and has expressed an interest in seeking a second two-year term in this position. Shari began her employment with the Queen Creek Unified School District in August 2006 as their Director of Finance and subsequently was promoted to the position of Chief Financial Officer. She has 21 years of experience in governmental accounting and has earned a Master's Degree in Business Administration from the University of Phoenix. Shari has completed all ten of AASBO's education courses and has earned the AASBO School Business Administration certification. Shari chairs the AASBO Professional Development Committee.



Director of Maintenance Operations and Transportation: (One candidate)



Mike Fisher is seeking a second two-year term as Director of Maintenance Operations & Transportation with AASBO. Mike was employed by the Phoenix Elementary School District for the past nine years as Director of Plant Services, Transportation and Warehouse. Mike recently accepted a position with the Littleton Elementary School District and assumes his new duties in mid-May. Mike has 20-plus years of experience in some capacity of plant operations for several school districts in Arizona. In fact, Mike's first part-time job was as a custodian for the Glendale Elementary School District while he was a high school student.

Director of Membership Services: (Three candidates)

Howard Kropp is currently the Administrator of Purchasing for Washington Elementary School District. He received his Bachelor of Science degree in Information Technology from the University of Phoenix. Howard has more than 20 years of experience in public procurement with the State Procurement Office and public school districts. Howard served one term on the AASBO Board as Director of Procurement. In addition, he served a term on the Washington Association of School Business Officials as a director.



Ken McKenzie began his employment with the Phoenix Elementary School District as an accountant in 2004. His primary duties include oversight of student activity funds, revenues, and capital (fixed) assets. Ken has been active in various AASBO programs and has volunteered his services on conference committees.



Roy Sucanick is employed as the Director of Fiscal Plant Services for the Creighton Elementary School District. Roy has been with Creighton Schools for the past ten years. Prior to working for the Creighton, Roy worked for the Arizona Department of Transportation (ADOT) as the Physical Plant Supervisor for Northern Arizona. He was based in Flagstaff. Roy graduated from Arizona State University and holds a Certified Public Manager (CPM) certification. ■



Perhaps the most important things
are those we don't remember in a precise way,
that we remember unconsciously.

BITS & PIECES



Looking to Save Time, Energy, Money and Effort Distributing Bid Notifications to Your Vendors?

By Bill Munch

Who isn't looking for ways to save money and increase efficiencies at the same time?

At the March 10, 2010, AASBO Bi-Monthly Meeting during the afternoon breakout session on Purchasing, there was a very lively discussion about the www.azpurchasing.org Web site. If you or your staff spends time faxing, mailing and/or manually e-mailing vendors bid notifications, then this Web site is for YOU.

Let's cut to the chase. Is the Web site free? No, but the cost is minimal and is based upon the number of solicitations and profiles you will have on the Web site annually. This Web site was designed from scratch by school districts for school districts. The only minimal profit being gleaned is by the Webmaster who has been hired to maintain the Web site.

The cost benefit and increased efficiencies are easily justified and the decision to use this Web site is clearly a "no-brainer." The ability to quickly and easily post, track and issue bid notifications is nothing short of phenomenal. If you are currently posting your bids to your own Web site and think you don't need this, you are WRONG! AZPurchasing does so much more. E-mails are automatically sent to vendors directly from the Web site to notify of bids, addenda and even contract

awards! This site can even help with the written quotes, as there is a separate module within AZPurchasing that can assist with this process, too.

The Web site has an archival feature, which has been used by school districts to ensure better compliance for single audits and even the dreaded performance audits. You will have better communication between your district and your vendors during the formal bid process. This budget-friendly solution will save money on legal advertising, paper supplies, envelopes and postage. Heck, it will even reduce your overall labor costs!

Note to Small School Districts: You are required by the School District Procurement Rules to maintain a Prospective Bidder List, regardless of the number of solicitations you do each year. Why not remain compliant for a minimal cost and tap the potential of vendors that become available to you by

The pricing link is: www.azpurchasing.org/azp/
and the information pamphlet is at:
www.azpurchasing.org/azp/AASBO_2008_Presentation_Handout.pdf.

subscribing to this Web site? No more maintaining your own database by hand to meet this requirement.

The www.azpurchasing.org Web site is alive and well and has been creating efficiencies in all Yuma County school districts (and the City and County of Yuma) for almost ten years. The following Maricopa County school districts have jumped on board over the past couple years:

- Apache Junction Unified School District No. 43
- Chandler Unified School District No. 80
- Creighton Elementary School District No. 14
- Dysart Unified School District No. 89
- East Valley Institute of Technology
- Mesa Public Schools No. 4
- Phoenix Elementary School District No. 1
- Paradise Valley Unified School District No. 69
- Phoenix Union High School District No. 210
- Tempe Elementary School District No. 3
- Tolleson Union High School District No. 214

The benefit for vendors is a central repository of bids and proposals, which will only help to increase the competition level for your solicitations. Vendors, you should also be promoting the use of this Web site, as [Continued on page 32](#)

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ASBO International Annual Meeting to Be Held at Walt Disney World

It's time to start planning for ASBO International's 2010 Annual Meeting and Exhibits. The dates for this annual conclave are September 24-27, 2010, in Lake Buena Vista, Florida, located just outside of Orlando.

In fact, ASBO International will open online housing reservations and conference registration on Monday, May 3, 2010. Simply go online to www.asbointl.org. Here are some things that you should know:

Conference Theme: Celebrate History – ASBO International Turns 100!

Cel-e-brate 100 years. Yes, come on, let's celebrate! There will be a party going on in 2010 – a celebration that will launch school business management into the next 100 years.

While zoot suits, beehives, and pet rocks have fizzled, ASBO International has stood the test of time. For a century, school business officials just like you have relied on ASBO International.

People are most critical of the things
they least understand.

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Join your colleagues at the world famous Walt Disney World in Lake Buena Vista, Florida, as we all look back on the decades and build the future of sustainable education funding. Leave your legacy for the school business officials who will follow you, for the students who need all of us.

Hotel: The conference hotel is Disney's Coronado Springs Resort, 1000 West Buena Vista Drive, Lake Buena Vista, FL 32830.

Rate: \$148 single/double, plus a 12.5% hotel occupancy tax; \$15 each additional person. To guarantee your room, payment for one night's room and tax is required at the time of your reservation. You may extend your stay three days before and three days after the conference. Register as early as possible, as the extended stays are available on a limited, first-come, first-served basis. Disney's Magical Express Service offers free transportation to and from the airport; however, in order to use this benefit, every traveler, even children, must have their name tied to a room reservation.

Please be aware that June 1, 2010, is the last day to cancel a reservation without penalty; July 16th is the last day to retain a hotel reservation without an accompanying active meeting registration. All reservations made within the ASBO room block must be accompanied by an active registration. Any reservation that remains unaccompanied by an active registration after this date will be subject to cancellation and will incur any associated cancellation fees; September 1st is the **Continued on page 27**

20 Questions & Answers on Complying with Fair Labor Standards Act

By Don Harris

To help school districts avoid a clash with the federal government, Kyle McQuaid walked AASBO members through 20 key questions that address potential violations of the Fair Labor Standards Act.

In a breakout session at the AASBO Spring Conference, Kyle, Consulting Manager for Heinfeld, Meech & Co., certified public accountants, conducted a "test" on what he calls "20 Questions You May Not Want to Know the Answers To."

What are the rules for dealing with coaches who are also non-exempt employees? Generally, Kyle says, non-exempt employees who coach must be paid overtime for all hours worked in excess of 40 in a workweek, unless non-exempt employees are truly volunteering their services and do not receive more than a "nominal fee" for their services.

What is considered a nominal fee? It is defined by the feds as "20 percent of what the district would otherwise pay to hire a coach," according to Kyle.

Is there a daily limit on the amount of hours worked before you have to pay overtime? The simple answer is no.

Under FLSA, are employers required to offer paid holidays or pay time-and-a-half or double-time for working on holidays? "No," says Kyle. "These benefits are generally a matter of agreement between an employer and an employee, and the FLSA does not require payment for time not worked."

Is travel considered work time and **Continued on page 27**

What the world really needs
is more love and less paperwork.

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Lifelong Learning Leads to Professional Advancement and Improved Productivity

By Shari Zara

How important is it that we continue to learn? At anytime, and especially in today's economy, the answer is obvious.

Humans are said to be learning machines. Have you noticed that you are most alive when you are learning, adapting, adjusting, and finding new ways to improve your life in some way? In this fast-paced world, change is the only function in our lives that is guaranteed to be consistent. To be able to cope with change we need to be prepared for change, and learning is a key component in developing that ability.

Lifelong learners have advantages over individuals who do not pursue learning opportunities. Lifelong learners are better equipped to embrace change along with new ideas and technology.

Lifelong learning is the consistent, self-motivated pursuit of knowledge for either personal or professional reasons. AASBO is an organization that assists our members to understand the importance of being a lifelong learner by offering professionally rewarding Educational Programs.

Subject areas include accounting, budgeting, purchasing, food service, transportation, facility management, human resources and school law. There is literally something for every school business official, regardless of your skill or position. AASBO offers one-day classes and four-day workshops.

The benefits you will receive from these classes and

workshops are twofold. Not only will you gain knowledge from the educational experience and surely feel better about yourself, but these workshops qualify for college credits and can lead to certifications. There are five "Mini Certificates" of Completion: School Facilities, School Finance, School Food Service, School Business Management, and School Management Information Technology.

As Administrators, it is critically important that we create a culture that encourages our employees to retrain and gain new skills, which undoubtedly will lead to increased productivity. New skills allow the individual to assume new or more complicated tasks, and can help them move into higher positions.

Organizations with the intention of organically growing their talent will be able to motivate additional employees to learn while gaining the ability to take on new tasks that develop additional responsibilities. In these especially difficult times, organic growth needs to continue in school districts to allow future leaders to learn from current leaders. School districts need to adopt the concept of organically growing our future leaders. AASBO Educational Programs offer these opportunities.

Here's one final thought: When planning for a year, plant corn.
When planning for a decade, plant trees.

When planning for life, train and educate people. ■

Chinese proverb, Guanzi (c. 645 BC)

Continued from page 1

Summer Conference

I have seen so far, it will be much better. The presentations will bring in expertise from the districts along with outside professionals to provide a comprehensive look at the topic for our members."

There will be information on economic issues that affect schools, including assessed valuations, tax rates and how to calculate taxes. "We also want to look at what our customers are going through with changes in the assessed values of their homes," Tom says.

Vendor interest is strong, which bodes well for the turnout of AASBO members. "More than ever, people need to know what's going on," Tom says. "There will be a discussion on ARRA (the American Recovery and Reinvestment Act) and what happens when that money goes away."

Another move to make the Summer Conference bigger and better involves the gold mine sessions staged during breakfast. Tom is expanding the number of sessions and arranging the schedule so AASBO members can attend two 20-minute gold mine sessions during the 8 a.m. – 9 a.m. breakfast hour. "It was very popular last year, and we're expanding it to two days this year," Tom says. "We'll have more sessions on both days. We're trying to give our members more for their money."

Tom also hopes to stage a candidates' forum on the morning of the final day, a Saturday. It will be about a month before the Aug. 24 statewide primary.

The May 18 special election, when voters will be asked to

approve a one-cent increase in the state sales tax, could be a factor in attendance at the summer conference. A substantial portion of the proceeds of the proposed tax hike would go toward public education. "If that proposal fails," Tom says, "we will need each other more than ever."

Tom says that perhaps the best money ever spent – and saved – goes back to the 1990s when he attended an AASBO Summer Conference. Although Tom says he isn't much of a tennis player, he decided to go to the 6 a.m. tournament and was teamed with a vendor who told him about a printing product that has saved his district a considerable amount of money.

"What I saved for my district on printing was enough to send me to the Summer Conference for many years," Tom says. "You never know where you might find a real savings for your school, just by mingling with and talking with and playing tennis or golf with the vendors. The point is, there are always values to be found at the Summer Conference." ■

Remember that the biggest gap in the world
is between "I should" and "I did."

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Bridges to the Future Scholarship Program

The Bridges to the Future Scholastic program is an excellent opportunity for new and aspiring school business officials to network with colleagues, participate in professional development and explore the variety of school business management the variety of school business management resources ASBO International offers.

ASBO International and Met Life will award 20 scholarships of \$2,000 for attendance to the association's Annual Meeting and Exhibits.

Listed below are some of some of the high points about this scholarship program.

1. Recipients will have the opportunity to attend the association's Annual Conference.
2. Pre-conference workshop and networking luncheon at the annual meeting specifically for Bridges recipients.
3. Free access to ASBO's Live Learning Center that will capture more than 75 hours of professional development from the 2009 Annual Meeting.

Do You Qualify? The scholarship applicant must be a school business official who has been in the profession for

five years or less and who is an ASBO International member at the time the scholarship application is submitted.

Deadline? The deadline for submitting application is on or before June 1, 2010. You may download an application on the ASBO website, www.asbointl.org. ■

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Jennifer Howell	<i>Arizona School Risk Retention Trust, Inc.</i>
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Brian Mee Closing in On Professional Goal — ASBO International VP

By Don Harris

Ever since Brian Mee attended his first ASBO International meeting in 1992, his desire to take on a leadership role has been a big part of his professional life.

Brian, a member of the International's Board of Directors and a former president of the Arizona Association of School Business Officials, is running for Vice President of the International. He is committed to the advancement of professional membership, professional leadership, professional image and professional development.

"Leadership – it's what we do and who we are," Brian says. "If I serve in a leadership role, the more I can do to improve the service we provide as an association. I strongly believe in the International, its purpose and the services it provides to our profession."

Before Brian served as AASBO president in 1999-2000, he was determined to become more involved. "I was not going to sit on the sidelines," Brian says. "I wanted to be fully engaged. It's easy to sit on the sidelines and talk about how an association should be run. But it's a different perspective to take that step, to get involved in the leadership of an association."

As a member of the ASBO International's Leadership

Development Task Force and the Professional Development Task Force, Brian says one of the many reasons he is running for Vice President is "to finish the job we started." He's anxious to follow through on recommendations of those panels and the International's strategic plan.

Having served for the past three years on the International Board has been very rewarding, Brian says. "ASBO International has gone through a positive transition period," he says. "A specific strategic plan was developed, and now we're in the process of implementing that plan. It's an incentive and an exciting challenge to continue on as Vice President and then President. There are a number of things to implement that I had a part in developing. We started the project, but we're not done."

Leadership development is very important to Brian. As a member of ASBO International, Brian has served on many committees and task forces, including Chair of the Ambassador Committee; Vice Chair, Professional Development Committee; Certificate of Excellence Committee; MBA Committee; MBA Reviewer; Legislative Aspects Committee; Leadership Development Task Force; Professional Development Task Force; and By Laws Committee.

Brian is Assistant Superintendent for Business Services at Pendergast Elementary School District, which has won the International's Meritorious Budget Award for the past 5 years. An AASBO member since 1987, Brian has been named Member of the Year three times, has received 14 Gold Awards since 1993 for service contributions to AASBO, and in 2008, received AASBO's highest recognition, the Bill Lovett award. He served on the AASBO Board of Directors for six years, from the end of 1994 to 2000.

All of the approximately 5,500 members of ASBO International are eligible to vote in the upcoming election. Voting will be conducted electronically starting Aug. 18. If Brian is elected ASBO International Vice President at the association's annual meeting next September in Orlando, Florida, he would start a three-year term as he moves up to President and then Past President. His opponent for the unpaid post is Paul Bobek of Iowa City, Iowa.

As part of his campaign, Brian has visited with school business officials in cities around the country and is sending letters of support and a colorful brochure promoting his candidacy to eligible voters. In **Continued on page 23**

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AASBO Honors Members for Best Practices

By Don Harris

The four winners of AASBO Best Practices awards this year are being honored for their leadership and creativity at a time when those qualities are needed more than ever.

Jim Migliorino, who oversaw the competition, says 11 nominations were submitted. Winners were announced at the AASBO Spring Conference in Laughlin, Nevada, on April 2. "Their best practices can be shared with the rest of the membership and replicated by other school business officials," Jim says. "Next year, with more opportunity for people to see how the economy shakes out, we hope to have suggestions on dealing with our budget crisis."

The winners are:

Donna Horton, Fiscal Control Officer,
Sierra Vista Unified School District

Roy Sucanick, Plant Services Director,
Creighton Elementary School District

Doug Vaughn, Career Ladder Coordinator,
Safford Unified School District

The Accounting Staff,
Payson Unified School District

Donna Horton's nominator wrote: "As a new Business Manager, I just felt a little overwhelmed. I asked Donna if she would agree to be my mentor. Donna accepted my request and over the past two years has made herself available to me to ask questions, to listen as I talked things through and to give me feedback. She has never put any restrictions on when I cannot call her. She is always there, just a phone call away. This has made my job so much easier and given me the confidence I needed to do my job. Not only has Donna helped me out, but she has made herself available to some of the other small districts in Cochise County.

Roy Sucanick was nominated for a conservation package he authored in response to district budget shortfalls for the 2009-2010 school year. The package

Continued on page 21

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AASBO Members Urged to Consider Guaranteed Energy Performance Contracting

By Don Harris

Before identifying new and different ways to save energy, Robert Hasman, Business Development Manager for ConEdison Solutions in Peoria, reminded AASBO members of some old ideas that are compounding today's economic and budget crises.

At a Spring Conference breakout session called, "Old Ideas, New Money or is it New Ideas, Old Money?" Robert notes that some school districts were awarded American Recovery and Reinvestment Act (ARRA) funds administered by the School Facilities Board, but others may have missed out. He offers suggestions on how others can still obtain some of the stimulus money.

He listed several old ideas, which are affecting school business officials. Among those old ideas, or myths, are: schools will be funded at the right level; Building Renewal funds will be reinstated; contracting will follow traditional methods, and Energy Efficiency contracting is too expensive.

"Things are changing," Robert says. "Energy Efficiency savings stay with the district, thanks to legislation approved last year. The savings go into a special account and can be used for maintenance and operations and salaries."

One of the relatively new ideas is called Guaranteed Energy

Performance Contracting. "Throughout Arizona, the state, local governments and educational institutions are sitting on an untapped resource that has the ability to improve infrastructure, generate funding, create jobs, and reduce harmful pollution all at the same time," Robert says. "Even though it sounds too good to be true, this secret source of prosperity lies locked away in your utility bills."

Robert explains how Guaranteed Energy Performance Contracting can ease a school's budget crunch: "It is a financing method to enable energy-efficient building improvements to be installed with little or no up-front cost, while using the energy savings over time to pay for the upgrades. In essence, you divert money that you have been paying to the utility and use it to instead pay for more energy-efficient infrastructure. The project is completed with the help of an Energy Service Company. The Energy Service Company develops, finances and installs a project designed to improve your energy and guarantee the energy savings you will achieve."

Reasons to consider an energy saving performance contract, Robert says, include aging equipment, buildings or vehicles, recurring maintenance problems, high **Continued on page 24**



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*Kevin Hegarty
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Motivational Speaker Charles Marshall Inspires AASBO Members, Makes Them Laugh

By Don Harris

Charles Marshall, a motivational speaker with a flair for stand-up comedy, makes it clear from the start of his keynote address at the AASBO Spring Conference on April 1 that he wasn't a class clown.

His true interest growing up was to be a musician, but things don't always turn out the way you plan. A big fan of the pop group the Monkeys, Charles studied music and wanted to be a singer/song writer. But then acid reflux burned his vocal chords, ending his singing career, and almost seriously affected his speaking voice.

"I had to make a decision about what to do – how to recycle my life," Charles says. "I had told jokes between songs, so I decided to use jokes as part of my motivational presentations. Sometimes we have to give up dreams and aspirations. The key is what you do about that trouble – that challenge. It turns out it was one of the best things that could have happened."

He's far more successful in his current career than he ever would have been as a singer, he says. But he adds quickly: "Success is not measured in dollars, it's measured in fulfilling your potential."

Some people have greater internal potential, such as intelligence, while others have external potential, including money and good looks.

Charles' topic, "Shattering the Glass Slipper," which is also the title of a book he has written, touches on seven powers. They are the power of choice, vision, mind, action, failure, belief and character.

"Choice is the rudder that steers your life," Charles says. "It's the biggest one. 'If you don't run your life, someone else will.'"

He stresses the importance of attitude, explaining: "Attitude determines your perspective, perspective determines your direction, and direction determines your destination. You are going to walk in the direction that you are looking. Is the glass half full or half empty?"

Charles tells about the challenges faced by Bill Porter, a top notch door-to-door sales representative for the Watkins Inc., which deals in various home products. Bill was born with cerebral palsy in 1932, but he wouldn't let his disability prevent him from achieving success. As a young man, he had difficulty getting a job, any job, but because of his persistence he was finally hired by the Watkins company.

Bill Porter asked for the worst territory, and, Charles says, his day went something like this: waking up at 4:45 a.m., spending 90 minutes dressing, catching the 7:30 bus, and getting to his sales territory by 9 a.m., and often he wouldn't return home until after 7 p.m.

Bill Porter's life story became famous a few years ago after articles were written about him and a movie, "Door to Door," starring William A. Macy, was filmed.

"Everybody is in sales," Charles says. "You're selling yourself. When you communicate with another person at work, you're selling your opinion."

Charles says of Bill Porter: "Instead of being defined by his illness, instead of being defined by what other people said he was capable of, he chose to be defined by his own power of vision, his own choice. He chose to be different, not to be defined by other people's expectations."

Bill Porter had no obstacles, only challenges, Charles says, adding: "An obstacle is something that gets in your way and prevents you from going any further. A challenge is defined as something you can get around."

Charles asks AASBO members: "What are your challenges, your obstacles, your limitations? In your career, what are you hearing? 'We don't have enough money, there are budget limitations, we can't get it done.' Bill would find a way. He would employ the power of mind."

As a humorous example of problem solving, Charles recalls a time when he and his wife and their cuddly Chihuahua wanted to go into a video store to rent a movie. But a sign said dogs were not allowed inside. Charles says he put on a pair of dark sunglasses, put a leash on the dog, and entered the store. A clerk told them dogs weren't allowed in the store.

Charles says he insisted the little pooch was his seeing-eye dog. The clerk scoffed: "Come on, a Chihuahua for a seeing-eye dog?" To which Charles said in an astonished voice: "Oh, no! You mean they gave me a Chihuahua?"

Charles didn't mention why a blind person would be renting a movie, but the message was clear that you can get around a challenge.

"Every problem has a solution," Charles says, and then encourages his AASBO audience to say those words. "Say it aloud. It's more meaningful. There's always another way to do it."

Charles recalls the perception that it was physically impossible for a human to run a mile in less than four minutes. Then in 1954, Roger Bannister did it, and before long several other runners had broken the four-minute mile.

"What is the 'four-minute mile' in your career?" Charles asks. "Whatever it is, it can be done."

The power of action means you don't want to be left behind, Charles says. "Just take a deep breath and take that step. Many people, fearing failure, will not take that step necessary to be a success. They have a plan, but they will not act."

The power of belief in yourself involves a step toward success, he says.

Continued on page 32

An education isn't how much you have committed to memory, or even how much you know. It's being able to differentiate between what you know and what you don't.

BITS & PIECES

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included: a school-wide electrical shutdown during district planned intersessions; teamed school sites together for summer custodial cleaning; consolidated district summer schools, parks and recreation, summer feeding program and wake-up clubs to a single site; removed all personnel appliances district-wide, and turned off or adjusted operational times to all HVAC and external lighting circuits. According to the nominator, the benefits to Creighton were: "After only six months, the Plant Services initiative has saved Creighton over \$128,000 and almost 1.5 million kilowatt hours. Although electrical conservation is a day-to-day activity for Plant Service personnel, no one to this point has put forth such an aggressive effort to reduce energy consumption."

Doug Vaughn's nominator wrote: "A common format of the GoogleDocs Spreadsheet Program was recently deployed as the software medium of choice to enable the Business Office to monitor and reconcile with campus-level expenditures. This was a significant change from the previous potpourri of different spreadsheets scattered across our campuses. The software allows multiple users on each campus to simultaneously work on their own area in the document, while a comprehensive summary page for each campus is updated in real time. The District Office reconciles these summary pages against balances with the county each month. Being online allows the District Office to unobtrusively monitor campus spreadsheets at any time without leaving the comfort of their office, and without disturbing campus personnel. Any concerns can be addressed by telephone

as both parties watch the document update in real time as they speak. This has resulted in increased accuracy, higher employee confidence, and a real time saver."

The five Accounting Assistants at Payson Unified who won are Sandee Koon, Tiffany Amburgey, Georgia Burnside, Caron Hatch, and Grace Popelier. Their nominator wrote: "These ladies go above and beyond to support our district. They excel at their jobs, continuing to improve our operations and their professional knowledge. In addition, they are creative and consistently find ways to have fun in the office. Recently, our Governing Board adopted the goal of improving customer service. They have videotaped a 'news broadcast' to help staff learn how to process travel requests, reservations, leave requests, etc. Their next video is on insurance Health Savings accounts and they will have a final newscast on bookstore operations. Their willingness to go the extra mile, inform staff on less exciting procedures, and do it in a fun manner is an example of creative thinking at its best." ■

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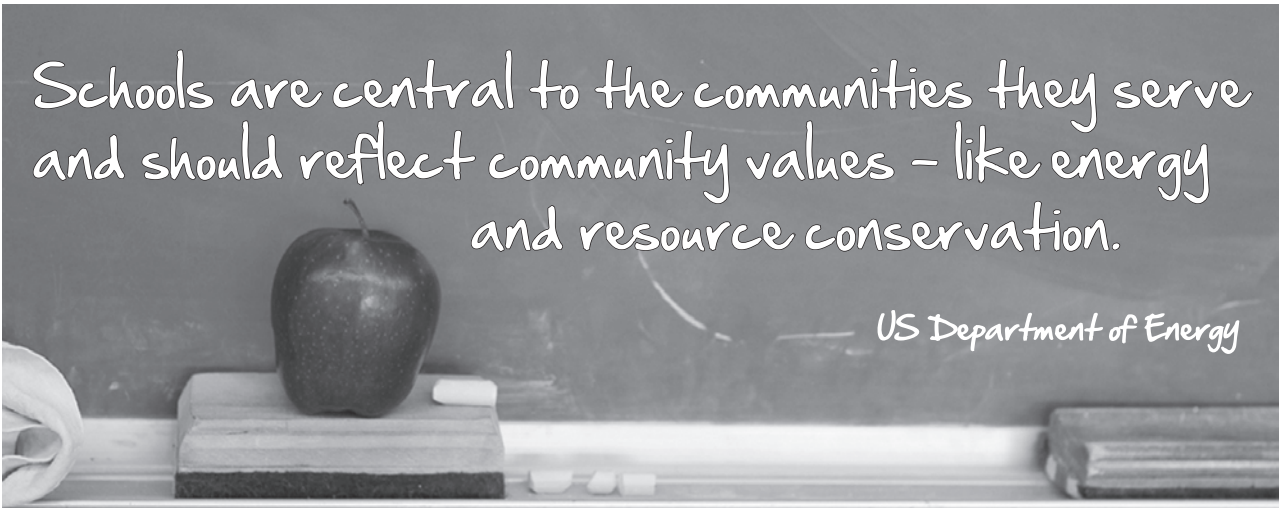


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Continued from page 16

addition, a link to his campaign page will appear on the AASBO Web site – www.aasbo.org/vote4mee

“I strongly believe that membership in a professional association at both the local affiliate and national level is very important,” he says. “It is important not only for what it provides to us individually, but for what we provide collectively as a strong, united voice, affecting those issues that concern us. Numbers do influence policy, and the greater our numbers, the greater our influence. For this reason, if elected, I will strive to increase our membership.”

On leadership, Brian says, “Over the years, our association has had the confidence and respect of the education and legislative communities as they look to us in matters regarding school finance and operations. We must continue to take the lead and be at the forefront of the issues facing us today, working with local and national leaders to solve the new challenges we face. We must also work closely with our affiliates, communicating these issues and working collaboratively to solve them.”

Brian strongly believes that school business officials must be

You don't drown by falling in the water.
You drown by staying there.
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knowledgeable, of the highest ethical standards and maintain a credible image. “A big step toward accomplishing this initiative is through the implementation of the new credentialing program,” he says. “Another initiative I would like to work toward is the development and implementation of a new standard in budget presentation. This initiative would not replace, but rather work alongside, the current MBA program, reaching those districts currently not participating.”

Brian notes that the school business field is facing a need to train a new generation of qualified business officials to fill its ranks. “We can accomplish this by working directly with the affiliates in recruiting and training this new generation, and by providing our members a quality, cost-effective professional and leadership-development program incorporating the best practices of school business,” he says.

Arizona has about 140 members of ASBO International who are expected to vote in the election. Knowing that every vote counts, Brian is encouraging AASBO members to join the International. To commemorate the International’s 100th anniversary, the membership fee for new members has been reduced to \$100 from the normal \$190. The discount will remain in effect through June 30. So, new members can join ASBO International when they sign up for the AASBO Summer Conference, because they can include it in the registration amount, just as they have been able to in the past.

“Joining gives you a voice,” Brian says. “It would be great if 100 of our members decided to join ASBO International. Don’t forget – you can’t vote if you don’t join.” ■



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Questions? Contact Vee Boehringer, Recognition Programs manager by e-mail at vboehringer@asbointl.org.

Critical Timeline: Apply or nominate someone before Tuesday, June 1, 2010. ■

maintenance costs, comfort complaints, scarce budget resources, too little energy management expertise, and too many demands on your maintenance staff.

Regarding ARRA funds, Gov. Jan Brewer assigned \$20 million of the state's Energy Program funds to K-12 schools – \$5.5 million was used to fund small solar projects at small districts, and approximately \$13 million was available for K-12 districts for energy conservation projects. The School Facilities Board administered these funds by way of an application process, in which districts applied for the funds through various energy conservation measures. Forty-four districts applied for the funds requesting \$108 million. Grant awards were made based on a scoring system, with 29 projects from 25 districts being awarded grant funds. The districts leveraged these grant funds into \$43.6 million in infrastructure improvements.

Robert suggests ways to leverage energy funds, by combining various funding sources, including grants, rebates and other incentives from utilities, plus energy and operational savings, bond issue funds and general and capital funds.

Other energy improvements involve vending machine compressors that don't run all the time and window replacements. Robert recommends windows in gymnasiums. "The more natural light, the more savings," he says, "but sky lights are a tough sell."

Robert emphasizes the importance of energy-efficient contracting, in which all levels are considered subcontractors. "You get more

for your money," he says.

Regarding contracting fees, such costs are not necessarily mark-ups, he says. He lists contracting fees for such tasks as design, project management, contingency, commissioning, training, warranty, overhead and profit. "Every job has them," Robert says. "It's a cost, not a mark-up."

Robert mentions ways to measure and verify energy savings, including short-term and continuous measuring; measuring kilowatts with retrofit isolation; checking the entire building's utility bills and computer simulation. Real savings can be verified, helping to offset future rate increases, he says.

"Energy saving performance contracting is a viable and dependable tool that public entities can use to help them continue to be wise stewards of their citizens' tax dollars," Robert says. "Applied properly and managed well, performance contracting can provide you a fresh new look at your worst headaches, and help you transform them into your greatest opportunities." ■

A diplomat is a man who always remembers a woman's birthday but never remembers her age.

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BAMs Learning New Ways to Do Business with School Districts

By John McCormack

Business Associate Members (BAMs) have been busy during the past couple of months attending the Vendor/Buyer Conference, the Spring Conference and the Booth Draft. These events have provided us with the ability to understand what we have available to us through networking with the regular AASBO members.

Even with the drastic downturn of funding for the districts, there continue to be BAMs who have the ability to provide requested services using better delivery methods that trim additional costs and save the districts their meager funds.

At the Vendor/Buyer Conference held in February, which was chaired by Bonnie Gonzalez, both regular AASBO members and BAMs were made aware of how to do business with the districts. They were treated to a new vendor orientation; attended a panel discussion on alternative delivery methods through the usage of cooperative agreements; the ongoing issue of fingerprinting; construction manager at risk procedures; everything district members want to ask their attorneys; vendors registration procedures and which pocket does the money come from.

All of these presentations were designed to educate all AASBO members, and were presented extremely well. The lunch at the EVIT dining facility was also as impressive as always.

At the Spring Conference and Maintenance Workshop – conducted at both the Mohave Community College in Bullhead City and at the Aquarius Casino Resort Hotel in Laughlin, Nevada – BAM presenters were faced with a new set of guidelines on how to present service and product information to the members. These new guidelines, which have caused us to revert back to the presentation formats of five years ago, will actually benefit all of us, because the presentations will provide members with more relevant information. It will also make members want to return to the classroom, because they will not be subjected to 15-minute info-commercials before the main feature.

Almost every BAM presenter accepted the challenge of how to better educate the members, but as always there were a few who will need further education themselves.

The Maintenance Workshop was chaired by Michael Fisher (Phoenix ESD then – Littleton ESD now); congratulations Terry Crosier; and the Spring Conference was chaired by Gerrick Monroe. Both events were well attended and enjoyed by all of the

winners at Laughlin. It appears even the gaming odds were in AASBO's favor.

The welcome mixer, chaired by Carolyn Brackley, was really well done, even though Carolyn herself was unable to attend. She put together a committee that functioned well, which is credit to Carolyn's ability to organize and produce a well-managed event.

Have you ever attended a draft function? Well you really missed a great affair, if you were a BAM and had signed up for a booth. This event has blossomed into a real cool presentation of information technology. With John Fung, Ana Sanchez, Whitney Schultz and I; in a small way; our AASBO staff has developed a great experience. The room is set up with refreshments; there are two big screens for the computer show, and as the booths are selected, Whitney placed the company name in the box, turned it gray, and kept the whole show moving forward. This year we all experienced an improved communication system, which allowed BAMs who could not attend, the ability to observe the floor plan and watch as booths were reserved.

As we move forward, we will better define presentation guidelines and help to insure that all BAMs are educated in the correct procedures to conduct business with AASBO members. I would also like to thank the Strategic Partners: The Trust; APS Energy Services; ASBAIT and Valley Schools, for stepping up to commit to a two-year sponsorship of AASBO. In addition, I would like to thank Pueblo Mechanical & Controls; Climatec and Arcadis for their one-year Alliance Partners participation. Without support like this from the BAM in addition to the Gold, Silver, Bronze and Copper booth sponsors, many programs sponsored by AASBO would not be funded. The combination of education and funding has allowed AASBO to grow into the great association it is today. ■

John McCormack can be reached at (602) 288-5020; cell, (602) 751-0487, or by e-mail at JohnMc@sunlandasphalt.com

Life is a long lesson in humility.

BITS & PIECES

AASBO Code of Ethics on Website

The Board of Directors of the Arizona Association of School Business Officials (AASBO) recently adopted a Code of Ethics because the board believes that members and business associate members are committed to conducting themselves within the highest standards of professional and personal ethics, to continuing ongoing professional growth and development, and to developing these beliefs in others with whom they work.

The Board also believes that members assume the responsibility for providing professional leadership in their schools, communities, and organizations. This responsibility requires members to maintain standards of exemplary personal and professional conduct. To these ends, AASBO members are expected to follow the AASBO Code of Ethics. You may view the Code of Ethics on the AASBO website at www.aasbo.org. ■

Continued from page 10

ASBO International

last day to book a room at the discounted ASBO rate. After this date, prevailing hotel rates will apply.

ASBO is implementing the following cancellation fee structure for the 2010 Annual Meeting: Reservations canceled prior to June will not incur a cancellation fee; Reservations canceled between June 1 and July 9 will incur a cancellation fee of \$50; Reservations canceled between July 10 and September 1 will incur a cancellation fee of \$75; Reservations canceled after September 1 will incur a cancellation fee equivalent to one night's room rate and applicable taxes.

2010 Centennial Gala, Sunday, September 26, 2010

ASBO International will celebrate 100 years with a Gala Dinner event on Sunday, September 26, 2010, that includes a three course dinner and a live band; it will be a special gathering for the ASBO community. Arizona ASBO will secure three tables in advance for our Arizona attendees. The cost to our members to attend this very special and memorable event will

be one half the cost of the tickets – \$50 per ticket (a saving of \$50). So if you plan to attend the Centennial Gala, DO NOT PURCHASE your tickets through ASBO International when you register for the conference. The Arizona ASBO office will communicate with those attending regarding the Centennial Gala. This is the event to be at during the time you are in Orlando and Lake Buena Vista.

Registration Opens May 3! Go to www.asbointl.org for additional information and online registration. ■

The optimist sees opportunity in every danger;
the pessimist sees danger in every opportunity.

BITS & PIECES

Continued from page 10

20 Questions & Answers

therefore subject to overtime regulations? The answer is “possibly.” Travel that keeps you away from home at night is considered out-of-town travel and those traveling hours are considered work time, but time spent as a passenger on a plane, train, boat, bus or automobile is not, according to Kyle.

Can supervisors be held personally liable for FLSA violations? The short answer is yes.

Is on-call time considered work time and therefore subject to overtime? “It depends,” says Kyle. He explains that if the employee remains at the job site, on-call time is considered work time. But if the employee is at home, on-call time generally is not covered.

Does a school have to pay overtime if it is not authorized? “Yes,” says Kyle, “regardless of whether it was authorized.” Overtime is also required even if the employee is told not to work. That, however, becomes an issue between the employee and supervisor, and could result in sanctions against the employee, Kyle says.

Is a school required to give meal breaks or rest periods? The FLSA does not require such breaks, but if a meal break is given it must be at least 30 minutes, and if uncompensated, must not be interrupted, Kyle says.

Can a school give compensatory time off in lieu of overtime? Yes, but Kyle says such an agreement must be in place before work is performed. The employee must be allowed to use the comp time in a reasonable amount of time, and the limit for accumulated comp time is 240 hours.

The best compliment we can pay our past is to
prophetically and bravely face today and tomorrow.

BITS & PIECES

What are the three tests for exemption under the FLSA “fair-pay” rules? Kyle says the employee must meet the following tests to be considered exempt: salary of at least \$455 a week; no improper docking, and job duties, such as executive, administrative, creative and professional. It was also noted that teachers do not have to meet the three tests to be considered exempt.

Do you need to pay an employee overtime if they perform both exempt and non-exempt duties? “It depends on what the employee’s primary duty is,” Kyle says.

If an employee damages school equipment, can you dock their pay to recover the money? “No,” says Kyle. “That violates the salary basis test and the no-docking rules. The salary is guaranteed.” But if the employee refuses to reimburse the school, disciplinary action is an option.

Can the minimum salary required to qualify for exemption (\$23,660 or \$455 a week) be prorated to reflect part-time status? The short answer is no.

My timekeeping system rounds up or down depending on when an employee clocks in, using the 7-minute rule. Is that OK? “It will be accepted,” Kyle says, “provided that it does not result, over a period of time, in failure to compensate the employee properly.”

Am I required to pay 4 hours of overtime in a week in which an employee recorded 44 hours, and of those 44 hours 8 were for a holiday? No. Only actual hours worked count, says Kyle.

Can we prorate an hourly employee’s pay so that equal payments are made throughout the year? “Yes,” says Kyle, “Payments may be prorated.”

If I prorate, what documents do I need to retain, and what procedures should I follow? Individual timesheets or timecards should be prepared for each hourly employee, Kyle says.

When do I have to pay double time? “That’s not required under federal law,” says Kyle.

What is the statute of limitations on FLSA claims? It’s 2 or 3 years, according to Kyle, depending on whether the employer knowingly disregarded the law. ■

Kyle McQuaid can be reached at kylem@heinfeldmeech.com or at (602) 277-9449, ext. 304.



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in partnership with the Alliance and SCIP

in partnership with the Alliance and SCIP

The Arizona School Risk Retention Trust, Inc. (the Trust), the Arizona School Alliance for Workers' Compensation, Inc. (the Alliance), and the School Construction Insurance Pool, Inc. (SCIP), are working together to serve our members better. The three organizations have consolidated their operations, uniting services and staff under the single banner of the Trust.

Just as it has for over 20 years, the Trust will continue to provide Arizona public schools and community colleges with affordable, high-quality indemnity protection. But thanks to its partnership with the Alliance and SCIP, the Trust can now serve as a "one-stop shop" for a greater range of risk management products and services. These include:

- ✓ *property, liability, and workers' compensation coverage;*
- ✓ *in-house claims administration;*
- ✓ *safety inspections and loss control consulting;*
- ✓ *contract review, insurance cost analysis, and safety support on school construction projects (at no charge); and*
- ✓ *a variety of specialty services and programs, such as the Trust/NAU Leadership Academy; the Hearing Officer Training Program; the Trust Investment Pool; and online and onsite education and training opportunities.*



*The Trust's vision
is to be our
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irreplaceable
partner.*

School districts may purchase coverage through the Trust and Alliance without undergoing a competitive procurement process. (See Arizona Revised Statutes §§15-213, 15-342(13), 15-382(B)(3), and 11-952.01(B).)

To learn more about the Trust, its partners, and its services, please contact us at (800) 266-4911 or via email at the-trust@the-trust.org.



2010 Education Program Schedule

Purchasing
May 7, 8, 21, 22
Mesa District Office
549 N. Stapley Drive
Mesa, AZ 85203

Budget & Finance
July 18, 19, 20, 21
Tucson, AZ

Maintenance & Operations
July 18, 19, 20, 21
Tucson, AZ

Transportation
July 18, 19, 20, 21
Tucson, AZ

Information Systems
Moved to
Sept. 24, 25
and Oct. 8, 9
Phoenix, AZ

Advanced Purchasing
Oct. 8, 9, 22, 23
Mesa District Office
549 N. Stapley Drive
Mesa, AZ 85203

Name _____ Title _____ District _____

Address _____ City/State _____ Zip _____

Phone _____ Fax _____ E-mail _____

Course _____ Location _____

Credit (check one only) Professional Growth Central Arizona College Credit

Students requesting Central Arizona College credit should fill out the proper form at the first class. The form will be available from the instructor. By completing the form and returning it to the instructor with a check for \$124, made payable to AASBO, you will receive two hours of college credit upon completion of the coursework. If you would like to receive an additional credit hour from CAC which includes an accompanying lab (internship or research paper), the total cost of the CAC credit would be \$236. Deadline to register for each course is ten days prior to the date of the course.

All classes require a minimum of 15 participants for the class to be conducted. Please mail the registration form along with a check made payable to AASBO for \$175 to: AASBO, 2100 N. Central Ave., #202, Phoenix, AZ 85004. You may register for any of these classes by completing the form below or by visiting the AASBO Web site at www.aasbo.org. Members are required to log-in to register. Non-members may register on the home page under the calendar of events. **Please do not register on the home page if you are an active member.** Cancellations must be received via fax or e-mail, no less than 5 working days prior to the first day of class.



2010 Regional Workshops

Grant Accounting
May 7, 2010
Murphy Elementary
District Office
2615 W. Buckeye Road
Phoenix, AZ 85009

School Business Management
May 14, 2010
Isaac School District
Support Services
4135 W. Thomas Road
Phoenix, AZ 85009

You may register for any of these workshops by completing the form below or by visiting the AASBO Web site at www.aasbo.org. Members are required to log-in to register. Non-members may register on the home page under the calendar of events. Please do not register on the home page if you are an active member. The fee for the workshops is \$70. Deadline to register for each course is ten days prior to the date of the workshop.

Name _____ Title _____

District _____ Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ E-mail _____

Course _____ Location _____

Please mail invoice and check to: AASBO, 2100 N. Central Avenue, Suite 202, Phoenix, AZ 85004. For registration questions, please call the AASBO office at 602-253-5576. Limited seating due to room capacity. Register early to assure seating availability. Cancellations must be received via fax or e-mail, no less than 5 working days prior to the workshop. Unless otherwise noted, workshops qualify for .5 units of CAC credit for an additional charge of \$62, payable to AASBO.



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AASBO CALENDAR OF EVENTS 2010

BI-MONTHLY MEMBERSHIP MEETINGS

Wednesday, May 19, 2010
Glendale Civic Center
5750 W. Glenn Drive
Glendale, AZ 85301

REGIONAL WORKSHOPS

Grant Accounting
May 7, 2010
Murphy Elementary District Office
2615 W. Buckeye Road
Phoenix, AZ 85009

School Business Management
May 14, 2010
Isaac Elementary District Support Services Center
4135 W. Thomas Road
Phoenix, AZ 85009

EDUCATIONAL PROGRAMS

Purchasing
May 7, 8, 21, 22
Mesa District Office
549 N. Stapley Drive
Mesa, AZ 85203

Budget & Finance Class
July 18, 19, 20, 21
Tucson, AZ

Maintenance & Operations Class
July 18, 19, 20, 21
Tucson, AZ

Transportation Class
July 18, 19, 20, 21
Tucson, AZ

Information Systems
Moved to Sept. 24, 25 and Oct. 8, 9
Phoenix, AZ

Advanced Purchasing
Oct. 8, 9, 22, 23
Mesa District Office
549 N. Stapley Drive
Mesa, AZ 85203

BOARD OF DIRECTORS MEETING

Wednesday, June 9

57TH ANNUAL CONFERENCE & EXPOSITION

Wednesday – Saturday,
July 21-24, 2010
JW Marriott Starr Pass Resort & Spa
3800 W. Starr Pass Blvd.
Tucson, AZ 85745

Continued from page 5

Executive Director

If you want to be a persistent winner, use the language of inclusion and choose your reactions. That will give you a good start.

You can also be a winner by becoming actively involved with your professional association, AASBO. Better yet, if you want to make a real difference in your life, with your family, or where you work, you will need to begin with your attitude.

As we approach the end of the 2009-10 school year, we are faced with new budget challenges in our workplace and in our society. Take the first steps to overcome these negative thoughts and rise to the challenges before you.

Thank you for your service and your participation with AASBO! ■

Continued from page 8

Bid Notifications

it will decrease your need to register with so many districts and it helps give you a more central location to register with school districts.

This Web site was also recognized by AASBO as a "Best Practice" Award for 2009.

The only question is, "Why wouldn't you check out this inexpensive tool and see if it would help your district survive in these trying economic times?"

If you have questions about the Web site or just want to hear how enthusiastic I can be about the benefits we have experienced at my district by using www.azpurchasing.org, please e-mail me at blmunch@mpsaz.org any time. ■

Bill Munch serves on the AASBO Board of Directors and is the Director of Purchasing for Mesa Public Schools.

Continued from page 20

Charles Marshall

Finally, the power of character is what Charles calls "the skeleton, the structure on which all else is built." He asks: "What do people say about you when you leave the room? Character is the person you are when you leave the room."

In today's economy, everyone is in a battle, Charles says. "You're fighting for your job, for your career, for your organization. We're all fighting for what we believe in. When you're in battle, you need a person of courage next to you, who says, 'Yes, there is trouble out there, but I know we'll come up with a solution.'" ■

You can reach Charles Marshall at charles@charlesmarshall.net or (770) 682-6070.



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MARCH

Membership Meeting

Wednesday, May 19, 2010

Glendale Civic Center
5750 West Glenn Drive
Glendale, AZ 85301
Phone: (623) 930-4300

PROGRAM AGENDA

9:00 a.m.	Annual Summer Conference Committee	Tom Elliott
9:00 a.m.	Registration and Continental Breakfast	Foyer
10:00 a.m.	Welcome and President's Remarks	David Peterson
	Pledge of Allegiance	
	Arizona Department of Education Report	Yousef Awward
	Auditor General Office Update	Roger Walter
	Board of Directors Election	Jim Brown
	Educational Programs Report	Jeff Gadd & Shari Zara
	57th Annual Conference and Exposition	Tom Elliott
	Executive Director's Report	John Fung
10:35 a.m.	SB 1070 – What Does the New Immigration and Law Enforcement Legislation Mean to School Districts	Lisa Duran, Attorney
11:00 a.m.	Implications of Recent Attorney General's Opinion on Food at District Meetings	Cathy Giza
11:15 a.m.	Break and Networking	Foyer
11:30 a.m.	Prop. 100 – Sales Tax Proposition; The Election is Over; What Do We Do Now	
11:55 a.m.	APS Proposed School and Government Usage Program	David Peterson
12:10 noon	Prop. 301 and Legislative and Budget Update	Chuck Essigs
12:30 p.m.	Lunch	
1:20 p.m.	Afternoon Breakout Sessions (Select one from below)	
	■ Purchasing: The New \$50,000 Bid Threshold	
	■ Food Service: TBA	
	■ Business Administration	
	• Teacher Employment Provisions and HB 2227; Impact and Implications for School Districts	
	• FY 2011 Budget Issues	
	■ General Business	
	• Public Relations in a Tight Economy	
2:15 p.m.	Adjournment	

Continued from page 3

President's Message

and that contribute to the common good. One reason our system of free, universal public education was created was to unify a diverse population of immigrants – to transmit a common language and culture, a sense of what it means to be an American. That purpose is still important. If you care about the goals of public schools – or about the need to improve teaching and student learning – then you also have to care about school funding. School systems are beginning to bend under the financial strain. Adding to the problem is an outdated formula used to determine funding for school systems. The formula is based on sound ideas, but it doesn't use realistic up-to-date figures for costs of such things as textbook and maintenance and operations. Even if the economy does start to turn around in the coming months, public school systems and other government entities still will be coping with the effects of a long-standing revenue shortfall.

In a state wrestling with a ballooning budget deficit, dependent on a series of ballot propositions is a chain of ruin with profound impacts on the future of our children and the economy. These are difficult and challenging times for all school districts. It is tough to make these difficult and horrible choices. Tax dollars to fund schools are not removed from the state's economy. Those funds are immediately returned in wages and purchases, almost all spent in Arizona. Increased school spending helps the economy; cutting spending hurts it. Unemployment in our state is about 10% and lots of citizens are having to accept cuts in a variety of ways. There is no quick fix. We all have to tighten our belts and make sacrifices, no matter how much we don't like it.

Well-educated workers and good schools for managers and employees are among the top factors for business expansion or retention, especially for high skill, high wage employers. In a knowledge based, global economy, communities, states, and countries with the best educated, most productive people have the advantage. Although the economic crisis is the major factor in slowing revenues, it is not the only reason.

The Legislature has considered a number of tax cuts as a way to encourage economic development. Because most school spending goes to personnel, cutting school funding will result in lost jobs and lower wages. Fewer jobs and lower wages in school employment have the same impact as in private employment: employees will have less to spend, save and invest, resulting in a deeper recession.

We must deploy our resources where they count most: in the classroom, with our children. The time is now to advocate on behalf of students and public education. Arizona needs the best efforts and accomplishments of all our people. That's why we need to come together to support our public schools. ■

Don't go around saying the world owes you a living.

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