



Connections

Wisconsin Association of School Personnel Administrators

Fall, 2008

Volume 4, Issue 2

Our Mission

To enhance Wisconsin K-12 public education by connecting colleges, universities and educators to schools and students through human resource best practices.

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Resources & Relations

The HR Department has become the vital organ in many school districts. The “R” in HR carries dual meanings = Resources and Relations. HR duties and responsibilities continue to evolve and expert/technical knowledge is both sought and expected by the entire organization.

To help you meet the increased demands and expectations of the HR department WASPA sponsors two annual conferences. These two-day conferences offer current and impactful professional development and networking opportunities at a very reasonable price. Whether you are currently a WASPA member or considering joining I encourage you to make plans to attend the next conference.

WASPAs also sponsors two annual teacher recruitment fairs, Wisconsin Teacher Interview Day (WTID) and Wisconsin Education Recruitment Fair (WERF), which are normally held in April and June. As an organization of school district human resource professionals and college career services professionals we recognize the tremendous value in the face-to-face recruiting and meeting of applicants. One of the WASPA Board’s projects for 2008 is to re-evaluate our job fairs and determine how to improve the value and usefulness of these fairs in the future. Please stay tuned for more information as it develops.

Another excellent HR tool offered by WASPA is our web-based job posting and application site, Wisconsin Education Career Access Network (WECAN). WASPA continues to enhance and promote this time saving, cost effective program. If your district is not yet using the WECAN system, we encourage you to look into it and learn how WECAN could save your district time and money and bring more applicants to your postings.

It is an honor and a privilege to serve as the WASPA president this year. I have experienced the benefits and rewards of being a WASPA member and WASPA Board member. We are a growing professional service organization that is member driven and member lead. If you are a Wisconsin school district human resource professional or school administrator with human resource responsibilities or a Wisconsin college or university educational placement official we encourage you join WASPA. Please feel free to contact me throughout the year. I always enjoy the opportunity to share and grow our collective wisdom and experience. I look forward to seeing you at conferences, job fairs and other networking opportunities.

Best wishes for a great 2008-09 school year.

Jeff



Spring Conference at Heidel House . . A Great Learning Experience

Our state conferences always provide the two vital ingredients for all school human resources and college placement folks . . new knowledge and the opportunity to network with others in your profession! Sectionals on WECAN, legal issues, licensure, legislative mandates, and day-to-day operations carry over into the dinner and hospitality times.



President-Elect Jack Bothwell, Waukesha, and Kelly Thompson, Muskego, compare session notes.



Retiree Paul Roberts shares his years of bargaining experience with Vickie Laughren, DeForest



Some of the more seasoned veterans wish a fond farewell to some of the senior retirees.

From left: Gary Schumacher, Retiring Superintendent, Monona Grove; Al Caalabresa, Assistant Superintendent, Sheboygan; Connie Beth, Director of Human Resources, Waunakee; Jim Orlenko, Retiring Director of Human Resources, Beaver Dam; and John Hedstrom, WASPA Executive Director and Director of Human Resources, Whitefish Bay.



President Jeff Gress with Keynote Speaker Laurie Derse from the Teacher/Licensure Bureau at DPI

TOP TEN Reasons

Why You Can't Afford to Miss the Fall Conference at Elkhart Lake, November 6-7

1. You need time away from the office and can't think of a better place to do it than at the beautiful Osthoff Resort in Elkhart Lake!
2. You could use some serious help when it comes to interviewing those final candidates, determining just who is the real right match! Is the "perceiver" going to help?
3. You don't have a clue about the infamous Family Medical Leave Act nor do you know about the new updates "given" to us by Congress.
4. When do you perform the criminal background checks and what do they tell you about the candidate's employability anyway?
5. What do you mean I'm guilty of employment discrimination and what is this hearing that I have to attend all about?
6. Your legal bills are going up. Just when do you or don't you need an attorney?
7. I have student teachers in my district? Where did they come from, who screened them and do we have to do a background check on them too?
8. I'm new to this role of HR director. Is that like personnel?
9. Can Steve Head and WECAN really solve all my recruitment issues?
10. Where else can you go for \$125 that includes two breakfasts, a luncheon, fantastic speakers and the opportunity to network with those who do what I do?

CAMPAIGN GUIDANCE FOR HUMAN RESOURCES PROFESSIONALS

Mark Kapocius, Elmbrook School District Legal Counsel & HR Manager

As public institutions employing public employees, it is important that all politically active employees (and human resources professionals) be familiar with any appropriate board policies governing political activities of personnel. Hopefully, your district has developed a policy to guide employees on appropriate speech and conduct during an election. If not, I encourage you to consider developing one, or at least reviewing your staff code of ethics to see if that policy is applicable. In the meantime, here are some suggested rules that successfully balance the district's need to have an orderly workplace that is free of any perceived intimidation or favoritism against the employees' constitutional rights to freedom of expression.

1. **OUTSIDE OF SCHOOL**
 - a. Political activities must be conducted outside of school hours and off school premises.
2. **INTERFERENCE WITH PRIMARY DUTIES**
 - a. There should be no interference with the performance of schoolwork assignments.
3. **DISTRICT EQUIPMENT/FACILITIES**
 - a. No one may post signs for or against a candidate or party on school property.
 - b. Use of the district's internal mail system (including "stuffing" staff mailboxes) for political material is prohibited, although political material sent through the U.S. mail to personnel at their district address will be delivered.
 - c. No one should ask for, contribute, or accept contributions to a campaign on school property. It is understood that no one should make promises of reward or threaten harm to anyone based on their support or contribution to a cause, candidate, or party.
4. **CURRICULUM AND INSTRUCTION**
 - a. There shall be no reconstruction of the curriculum so as to promote or exploit the staff person's political activities.
 - b. These rules of course do not effect a government, history or other teacher's ability to include the current elections in an appropriate part of the regular curriculum and to use political materials as teaching tools in that curriculum. However, great care must be taken to ensure that these curriculum decisions are even-handed and unbiased.

Public employees retain their 1st Amendment rights to free speech while at work, but the employer retains some control over the manner and context of the employees' speech. Human resources professionals should familiarize themselves with their district's policies with regards to employee conduct and elections, and be sure to be fair and consistent in applying the policies.



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We're on the Web!
 See us at:
www.waspa.org

Retiree Update

Jim Kling

former board member and President of WASPA, announced his retirement from the Eau Claire School District as of August 15th. Jim was formerly a building administrator and school superintendent. Like so many of our other veteran members, he chose to come out of retirement and has worked with the Eau Claire School District as their Executive Director of Personnel. We wish Jim and his wife Donna the very best in retirement.

Tom Graham

left Wisconsin in the 80's to work as a school superintendent in Ohio. He writes and tells us that he has finally retired after fifty years in the "ed biz". He thinks he can "handle" retirement . . . finally. He most recently taught for Ohio Wesleyan and Ohio State Universities.

Rob Baxter

Retired from the Elmbrook School District a year ago and promptly went to work for the HR office at the Milwaukee Public Schools. He has now moved on to the Watertown School District, again in HR and again part-time.

Paul Roberts

Retired from the Waukesha School District a year ago, Paul is now working in a consultant capacity with the Kettle Moraine School District.

About Our Organization...

WASPA is a non-profit professional association of Wisconsin school district human resource professionals and Wisconsin college and university educational placement officials.

181 school districts and 15 Wisconsin colleges and universities are active members of WASPA.

WASPA hosts two semi-annual conferences, conducts periodic drive-in workshops, sponsors WECAN, promotes and facilitates teacher recruitment fairs, and facilitates professional development for its membership.

Annual Calendar of Events

October 15-18
 National AASPA
 Conference
 Seattle

November 6-7
 Fall Conference
 Osthoff Resort
 Elkhart Lake

April 22-24
 Spring Conference
 Heidel House
 Green Lake

April 4
 WTID
 Recruitment Fair
 Wisconsin Rapids

May 30
 WERF
 Recruitment Fair
 Madison

November 12-13
 Joint Conference
 with WSPRA
 Osthoff Resort

2008-09 Board of Directors

President – Jeff Gress,
 Wausau

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 Jack Bothwell, Waukesha

Immediate Past President –
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WERF & WECAN –
 Steve Head, UW-Madison

WTID – Kay Marks,
 Wisconsin Rapids

Executive Director
 John Hedstrom, Whitefish Bay

Member at Large
 Connie Beth, Waunakee

Marketing – Jennifer Sielaff,
 South Milwaukee