



Connections

Wisconsin Association of School Personnel Administrators

Spring, 2009

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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

“May you live in interesting times,” (Ancient Chinese Proverb). I recently heard this line and wondered what it really meant. Was it a positive wish or something of an ominous nature? Being a naturally curious person I did some research and found that historians do not agree on the use and meaning of the line and don’t really know if it was meant as a benediction or an admonition. Either way, considering what’s going on across the nation and the world, it seems to me that we are indeed living in interesting times.

The implications of these ‘interesting times’ for human resources administrators and college and university educational placement officials are monumental. I cannot recall a time more interesting. Binding arbitration, Qualified Economic Offer, and annual budget concerns may seem trivial compared to the potentially historic times we seem to be heading into. If ever there was a time for school personnel administrators to define their value and purpose, now may be that time. WASPA, the leading source of professional support and services for Wisconsin school human resources administrators, is proactively anticipating the changing needs and priorities of its members so that it can continue to deliver conferences, seminars, and networking opportunities that provide it members with the tools and strategies for leading their districts, and their employees, through these difficult times.

As a human resources professional, I can speak first hand about the hard work that we do. When economic times are good there is always a growing list of projects and opportunities for adding greater value to the organization. When economic times are not so good, that list seems to grow even faster and the projects and “opportunities’ are more critical. For most school administrators, the natural feeling during times like this is to work harder and work longer; but I have learned that I can work smarter and be more effective when I have the right tools, the right priorities, and the right strategies. For me, that means taking advantage of WASPA conferences. Now more than ever, I encourage all human resources administrators, school administrators with significant human resources responsibilities, and college and university educational placement officials to take the time to attend the WASPA Spring Conference. I am confident that the knowledge you gain from the focus sessions and the ideas and perspectives that you attain from networking with peers and colleagues to be well worth your investment.

Yours in education,

Jeff



Fall Conference at the Osthoff . . The Best Ever!!

The evaluations have been tabulated and this was the most valuable conference ever! Mark Kapocius (Elmbrook) and Dan Chaney (Davis & Kuelthau) covered FMLA from beginning to end . . Jo Ann Miller of the Gallup staff taught us that talent and motivation comes with the new teacher, we just need to develop them in content and pedagogy . . Paul Roberts facilitated the topic of bargaining with all the issues on the table this year . . James Chiolino reminded us, once again, about the importance of checking the backgrounds of those we hire . . cracker barrel sessions covered grievances, unemployment hearings, and open records request . . Steve Head answered all our questions and gave us new challenges in the world of WECAN . . and Peter Jonas (Cardinal Stritch) showed us how to bring humor into our roles as leaders.



Mark Kapocius



**Jack Bothwell,
Jo Ann Miller &
Jeff Gress**



**James Chiolino
Quarles & Brady**

Steve Head with the WECAN Update



WASPA PRESENTS AT WASB

Jen Sielaff has once again coordinated a great effort to make us look good at the annual School Board Convention in Milwaukee last January. In addition to carrying backdrops, tables, chairs, and brochures to the booth location, she also managed to enlist a good number of member volunteers to "man" the booth.

This is an annual activity to both promote WASPA and WECAN services and membership to board members, administrators and business managers.

Who knows how she got the Klement's sausage to show up???



Your Opportunity to Vote!

Two offices are open on our Board of Directors this year and we would encourage you to support the nominees brought forth to and recommended by your board.

Nominee for President-Elect is Vickie Laughren, presently the WASPA board secretary and the Director of Human Resources for the DeForest School District. Vickie has served on the board for two years. Vickie was formerly with the Edgerton School District in a similar role.

Nominee for secretary is Dr. Susan Dannemiller, Director of Human Resources & Special Education for the Grafton School District. Sue was formerly with the Brodhead School District as a school psychologist and then the Director of Special Education. Sue is also a Senior Lecturer for UW-Washington County.

Watch your e-mail for more information on these candidates and your ballot.

Plan now for the Spring Conference April 22-24

Mark your calendars NOW for the WASPA Spring Conference to be held at the Heidel House Resort in Green Lake on April 22-24, 2009. Registration materials will be sent your way shortly. Jack Bothwell, Waukesha, is this year's conference chairman and he has put together a program you will not want to miss, much less afford to.

The first day (22nd) will be devoted strictly to your office assistants. This will be a time for networking opportunities, an update on the WASPA/WECAN products, The forms and expectations of DPI (1202, licensing) will be shared along with those issues that these folks deal with on a daily basis. Handling difficult people will also be a part of this day's activities. The plan is for a full day starting with breakfast and working through mid-afternoon. This is the first time WASPA has put together such a day for our assistants. They, of course, are welcome to stay for the entire conference.

In these economic times, what is the impact on us as HR directors and college placement specialists? Come and discover new ways to be more efficient and effective in your world.

Sectionals will include:

- Looking at FMLA through the eyes of Nancy Perkey, THE best resource for finding your way through the continued maze of state and national "guidelines",
- What's new with WECAN . . . new modifications made to this great recruitment and placement program as shared by Steve Head, the guru of WECAN.,
- What are the implications and means for storing and retrieving electronic data and document retention as shared by Tim Edwards,
- The semi-annual legal updates that all of us need to keep in mind as we move forward through the minefields of placement and personnel,
- Stress reduction (who needs !@#\$\$% stress reduction?) as demonstrated by Dan Riemer, physical therapist,
- Are internships a good alternative to those high priced, scarce teaching positions?,
- Mediation and bargaining strategies, and,
- Life without the QEO . . . can we really bargain takeaways? A panel of HR veterans and attorneys will take a closer look at this issue. Your school board is anxiously awaiting how you are going to do this!

BY-LAW CHANGES RECOMMENDED



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We're on the Web!

See us at:

www.waspa.org

Periodically the Board finds a need for a revision or change in our bylaws. Our bylaws state that each member is to receive a copy of the recommended change prior to the meeting at which they will be voted on. Below are listed the changes that will be voted on at our April meeting during the spring conference.

Article II, Section 2, Duties of the President, add the following:

The president shall appoint a member to serve in the role of historian. The Executive Director shall assist the historian in acquiring and storing all appropriate archival documents, records, photographs and items of historical value to the Organization.

Article IV, Executive Secretary, change as follows:

Replace any reference to secretary with director.

b. *The Executive Director has day-to-day responsibilities for the Organization; maintaining the association's mailing address and phone. The Executive Director will coordinate conferences, attend all board meetings, report on the progress of the association, produce the association's newsletter on a regular basis, and will be the central contact of association's organization and business.*

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.

135 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

April 4
WTID

Wisconsin Rapids

April 22

Support Staff Seminar

Heidel House
Green Lake

April 23-24

Spring Conference

Heidel House
Green Lake

May 27
WERF

Pyle Center
UW-Madison

November 12-13

Joint Fall Conference with Wisconsin School Public Relations Association
Osthoff Resort
Elkhart Lake

2008-09 Board of Directors

President – Jeff Gress, Wausau

President-Elect –
Jack Bothwell, Waukesha

Immediate Past President –
Tabatha Gundrum,
Middleton-Cross Plains

Secretary –
Vickie Laughren, DeForest

Treasurer –
Patty Mayer, Cedarburg

Membership –
Christine Hedstrom, Elmbrook

Legislative –
Mark Kapocius, Elmbrook

By-Laws –

Brenda Leahy, UW-LaCrosse

WERF & WECAN –
Steve Head, UW-Madison

WTID –
Kay Marks, Wisconsin Rapids

Executive Director
John Hedstrom, Whitefish Bay

Members at Large
Connie Beth, Waunakee
Matt Mott, UW-Oshkosh

Marketing –
Jennifer Sielaff, South Milwaukee