



MONTANA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

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Membership News

Please note a new e-mail address for **Mike Dahlem**. This is the note he sent the office: My new address is **851 S. Kihei Road, B-206, Kihei, HI 96753. Phone: (808) 214-9255**. E-mail is the same. We love it here, but miss our friends in Montana. Hope to be back this summer.

Judi Ward has a new e-mail address It is: judiw348@yahoo.com.

Note to Members:

Thank you everyone for your thoughts, prayers, calls, cards, flowers, support, donations (silent auction, etc.) and the like during my surgeries/recoveries, my daughter's surgery/ recovery and my mother's stroke. You all made it so much easier to bear and made it easier to weather the storms. I am truly blessed to be a part of such a loving community/family. I will always be grateful and indebted to you for your caring & loving thoughts and gifts of support. There are not enough words to express my gratitude - you'll be forever in my heart!

Hugs and heartfelt gratitude to each of you,
Julia Lillethun

Looking for the **Election Forms?**

Go to:

<http://www.opi.mt.gov/schoolfinance/ElectionHB.html>

Calendar of Events

- March 19** - Region 1 Meeting - Missoula
- March 21** - Region 5 Meeting - Billings
- March 22** - Region 3 Meeting - Sidney
- March 23** - Region 6 Meeting - Miles City
- March 28** - Regions 2 & 4 Meeting - Helena
- March 29-30** - MASBO Board Meeting - Helena
- June 19-20** - New Clerk Workshop (Butte - Copper King Inn)
- June 20-22** - Annual Summer Conference (Butte-Copper King Inn)
- October 12 -16** ASBO Conference - Toronto
- October 17-19** MCEL - Great Falls

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**PERI to Award up to 40 \$1000
Scholarships to Help Small
Organizations Attend Annual
PRIMA Conference**

Fairfax, Virginia (October 30, 2006) – The Public Entity Risk Institute (PERI), a nonprofit risk management training and educational organization, will give as many as 40 representatives of small local governments, school districts and nonprofit organizations an opportunity to attend the 2007 Public Risk Management Association (PRIMA) Conference and Expo, which will be held in Boston, MA in June 2007.

PERI initiated the Small Entity Scholarship program ten years ago to help small entities attend PRIMA and participate in the leading conference on public risk management issues. The application deadline for the 2007 PERI Small Entity Scholarship program is March 1, 2007.

“We are very proud to once again provide scholarships to help individuals from small jurisdictions attend the PRIMA Conference,” explained Gerard J. Hoetmer, Executive Director of PERI. “Whether you have direct or indirect responsibility for risk management, this is an excellent learning opportunity and a great way to network with your peers and identify strategies for improving your organization’s risk management performance.”

PERI plans to award up to 40 scholarships worth \$1000 each toward the cost of attending PRIMA’s 28th Annual Conference and Expo which will be held June 10-13, 2007, at the Sheraton Boston in Boston, MA.

The PERI Small Entity Scholarship Program is open to employees and elected officials of:

- Municipalities with a population of 50,000 or fewer;
- Counties with a population of 100,000 or fewer;
- School districts with an average daily attendance of 8,000 or fewer; or
- Community-serving nonprofit organizations with an annual operating budget of \$2 million or less.

Complete eligibility details and the application form are available on PERI’s Web site at www.riskinstitute.com. For additional information on the PRIMA conference, visit www.primacentral.org.

PERI encourages organizations that serve local governments, school districts, or nonprofits to alert their members to this unique opportunity.



Information Clarified from the Department of Labor

Recently the following question was posed to the DoL, Wage and Hour Division and the response is something all of you need to be aware of.

Question:

Would you please clarify the minimum wage. Since it is being appealed to the court are employers still required to pay the \$6.15 or can they wait until a decision is made by the court? What is the cost of violating the minimum wage?

Additionally, for payment of wages and the 10 business days. Does this law apply to all employers or are there exceptions? If a pay period ends on the last day of the month and pay day isn't until the 20th of the following month is this a violation? Again, what is the cost of violating this law?

Answer:

Montana's minimum wage is \$6.15 and is required to be paid for all hours worked beginning January 1, 2007. An employer cannot wait until the outcome of the court case. This is the current minimum wage that's in effect until indicated differently. It needs to be paid within the pay period the hours were worked, per 39-3-204, MCA, which leads to your other set of questions. This law applies to all employers in Montana. The Wage Payment Act defines an employer to be, "any individual, partnership, association, corporation, business trust, legal representative, or organized group of persons acting directly or indirectly in the interest of an employer in relation to an employee but does not include the United States." Not paying until the 20th of the month with the pay period ending the end of the previous month would

be in violation of this law. Violation of the minimum wage and or the wage payment act could be up to 110% of the unpaid or correct wages (39-3-206, MCA).

Any further questions please let me know.

Pam McDaniel
Compliance Specialist
444-4663



Deadlines to Remember:

**Black Mountain Software
Scholarship Needs Applicants
Application deadline is April 15**

and

**Outstanding School Business
Official nominations due to the
MASBO office by April 15**

"The art of leadership is
saying no, not yes. It is very
easy to say yes." --- **Tony
Blair**

"MASBO IS DEDICATED TO TRAINING AND SUPPORTING THE PEOPLE RESPONSIBLE FOR BUSINESS OPERATIONS OF MONTANA SCHOOLS. THE GOAL IS TO ENABLE MEMBERS TO MANAGE THE BUSINESS IN ORDER TO SUPPORT EDUCATION FOR MONTANA CHILDREN"

Subject: What does a teacher make?

The dinner guests were sitting around the table discussing life. One man, a CEO, decided to explain the problem with education. He argued, "What's a kid going to learn from someone who decided his best option in life was to become a teacher?"

He reminded the other dinner guests what they say about teachers: "Those who can, do. Those who can't, teach." To stress his point he said to another guest; "You're a teacher, Bonnie. Be honest. What do you make?"

Bonnie, who had a reputation for honesty and frankness replied, "You want to know what I make? (She paused for a second, then began...)"

"Well, I make kids work harder than they ever thought they could. I make a C+ feel like the Congressional Medal of Honor. I make kids sit through 40 minutes of class time when their parents can't make them sit for 5 without an I Pod, Game Cube or movie rental...You want to know what I make?" (She paused again and looked at each and every person at the table.)

"I make kids wonder.

I make them question.

I make them criticize.

I make them apologize and mean it.

I make them have respect and take responsibility for their actions.

I teach them to write and then I make them write.

I make them read, read, read.

I make them show all their work in math.

I make my students from other countries learn everything they need to know in



English while preserving their unique cultural identity.

I make my classroom a place where all my students feel safe.

I make my students stand to say the Pledge of Allegiance to the Flag, because we live in the United States of America.

Finally, I make them understand that if they use the gifts they were given, work hard, and follow their hearts, they can succeed in life.

(Bonnie paused one last time and then continued.) "Then, when people try to judge me by what I make, I can hold my head up high and pay no attention because they are ignorant... You want to know what I make? I MAKE A DIFFERENCE. What do you make?"

THERE IS MUCH TRUTH IN THIS STATEMENT. "Teachers make every other profession." Which goes along with my favorite...."If it weren't for the teaching profession there would be no other professions."

The information contained herein is offered on an informational basis, always seek competent professional advice/council regarding specific questions. Mention of a product or service is not an endorsement.

MASBO helping MASBO Silent Auction at Summer Conference



Please contact your regional director or any MASBO Board member if you are aware of one or more of our members that have had health problems and resulting excessive out of pocket expenses and could use our help. Remember 100% of all funds made on the silent auction go to recipients.

Managing Emotions Under Pressure Report

Pam Owen, Region 1 Director.

Our District Office staff had the opportunity to attend a workshop on "Managing Emotions Under Pressure". It seems that there are days when staff and people in

general have control over how we react. It should not be what people do or say to us that makes us upset, but what we say and do in response to them that makes us what we are. We all have choices to make; we can choose to be upset with someone or not to be. "He who controls your emotions controls you."

An issue we deal with a lot is saying "no" and not feeling like the bad person for it. We learned that we don't say no to them but we are saying yes to us. Sticking to a decision, whether right or wrong, makes the end result a lot easier to handle.

The best part of the presentation dealt with two scales on how you handle bad things that happen to you. We were asked to rate 10 bad things that can happen to ourselves and score them from .001 degrees of badness to the maximum of 100 percent. They cannot go over 100 percent. After we scored them using how we would feel emotionally we were asked to score them using a body scale. The body scale is a scale with a range from 0 to 100% but using bodily injury/harm to score your list of 10 bad things. For instance, 1% equals a "small bump"; 20% equals "badly sprained ankle"; 60% equals "3 fingers cut off"; and up to "all limbs cut off". How bad would something have to be to lose a finger or two? An example of scoring might be locking your keys in the car. I might rate that as a 25% emotional rating but when rating on the "body scale" I would say 0% to bodily injury! We tend to respond with more emotional fervor until we put it on the "body scale". It has added a bit of humor to our days also. When someone is really on our case about something, we just have to whisper to our co-worker-"is it worth 3 fingers?" Some things are up to a bruise or a

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cut, but in the whole scheme of life, not much gets past 5% on the “body scale” for me.

As you deal with staff, board members, community members, pressures of getting a

report done-remember, if you want to blow a gasket, take a breath and ask yourself: “Is it worth three fingers?”

2006-07 MASBO Board

President	Evelyn Mull (406) 683-2361 emull@bchsmt.com
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Region 2	Zella Witter (406) 265-4356 ext. 348 witterz@havre.k12.mt.us Glacier, Toole, Pondera, Teton, Chouteau, Cascade, Judith Basin, Liberty, Hill, and Blaine Counties)
Region 3	Jacki Young (406) 742-5265 jyoung@fschool.org Valley, Daniels, Sheridan, Roosevelt, and Richland Counties)
Region 4	Sandra Lane (406) 682-4258 slane@ennisschools.org Lewis & Clark, Deer Lodge, Powell, Silver Bow, Jefferson, Meagher, Gallatin, Beaverhead, Madison, Broadwater, and Park Counties)
Region 5	Diane Brook (406) 252-6002 brookd@lockwood.k12.mt.us Petroleum, Wheatland, Golden Valley, Musselshell, Sweet Grass, Stillwater, Yellowstone, Carbon, and Big Horn Counties)
Region 6	Elaine Stanhope (406) 778-2577 elaines@baker.k12.mt.us McCone, Dawson, Prairie, Wibaux, Treasure, Rosebud, Custer, Fallon, Powder River, and Carter Counties)
Ex-Officio - OPI	Denise Ulberg 444-1960 DUlberg@mt.gov
Ex-Officio - MSUIP	Roger Heimbigner 628-3354 rbinger@laurel.k12.mt.us

Joint Workshop March 16th Regional Workshop, Calgary, AB, Canada

Combat fraud in your school district! Plan now to attend regional workshops co-sponsored by Montana ASBO, Alberta ASBO, and ASBO International on March 16th in Calgary, AB, Canada. Understand the who, what, when, and why of fraud and learn which internal controls are most effective.

To learn more, please click the link below

<http://asbointl.org/Recognition/index.asp?bid=22455>

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DON'T FORGET THE VENDORS!

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MASBO Summer Conference

June 20, 21, 22
Butte Copper King Inn
406-494-6666



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