



# MONTANA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS

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## Pay Equity still an issue in the Rocky Mountain West

By Pat Williams

(Reprinted with permission from CRMW)

The loudest and most prolonged applause came when the luncheon speaker announced that the U. S. House of Representatives was determined to place Pay Equity legislation as its next order of business. The speaker that afternoon actually was the Speaker of the U. S. House of Representatives, Nancy Pelosi.

Her remarks were given at a recent Montana event hosted by the eight state public policy group, Western Progress. Good to her public word, Speaker Pelosi brought the bill to the full House a few days later where it was passed by the comfortable bipartisan margin of 247 - 178.

Incredibly, and despite the passage of the original Equal Pay Act 45 years ago during John Kennedy's presidency, a persistent and significant pay gap between men and women has continued to exist. Through that almost half century the gap for women has been reduced somewhat, going from 59 cents in 1962 to today's 77 cents for every dollar made by men. Studies continually indicate the pay gap costs women between \$400,000 to \$2 million during their wage earning life times. Reverse that gender disparity and think about whether we men

would have patiently abided such economic unfairness for half a century.

This new legislation "The Paycheck Fairness Act" is now before the Senate. Its purpose is identical to the House passed version which is to simply assure enforcement. Pay discrimination is already a federal crime; it is enforcement that is lacking. This legislation improves enforcement through closing loopholes, prohibiting employer retaliation, increasing penalties when pay discrimination is proven, and both requires and funds the Department of Labor to improve its enforcement record.

Not one state in the Rocky Mountain West is even close to reaching pay equality between men and women doing equivalent work or even identical jobs. During the past year the unemployment rate for women increased by 20 percent, much higher than that for men. Older women suffer even more, with those between the ages of 45 to 65 earning 29 percent less than their male counterparts.

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It is now clear, after fifty years, that the marketplace alone, even under penalty of law, will not create pay equity between women and men in the workforce.

Despite this recent and welcome passage of Pay Equity legislation in the U. S. House, powerful forces are aligning against it. The Senate's Cloture or Filibuster Rule requires 60 votes to move ahead with the normal legislative process and it appears there are enough conservative senators to prevent that 60 vote margin from being reached. One of those senators is the Republican Minority Leader, Mitch McConnell who has opposed pay equity legislation. Senator McConnell's wife is President Bush's Secretary of Labor, Elain Chao. She has already urged President Bush to veto the legislation should it reach his desk.

Let's hope and work toward a good outcome in this all-American struggle toward basic equity in the work place.

*(Former Montana Congressman Pat Williams is the Northern States Director of Western Progress and Senior Fellow at The University of Montana.)*



## Attending ASBO

This year's 94<sup>th</sup> Annual ASBO Conference was held in Denver, November 6-11 at the Denver Convention Center. Over 1,500 ASBO members attended, including 20 members from MASBO.



The conference, of course, covered a wide range of workshops and seminars including: A tour of Denver schools; Financial Aspects of Collective Bargaining; Green School Design and Construction; Understanding School Districts' Financial Statements; Mitigating Sexual Harassment Liability; Achieving Compliance with the 403(b) Regulations; How to Eliminate SAS 112 Findings; Current State of Procurement Cards; Addressing Asthma Through Indoor Air Quality and so many more interesting and diverse workshops. Keynote speakers included Generation Y author and speaker Jason Dorsey along with the musical ensemble - The Water Coolers. Every day's general session began with a local high school choir entertaining members as they entered the Convention hall. It was a fantastic learning experience. I would thoroughly recommend each MASBO member consider joining ASBO. Yearly dues are \$185 which gives you a greatly reduced cost when attending the national conference. If you would like more information about becoming a member, please contact Robert (406-443-0631 or [rbayuk@masbo.com](mailto:rbayuk@masbo.com)).

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(MASBO members conducting a "meeting" at a Little Italy Restaurant in Denver during ASBO.)

## Calendar of Events

- June 17-19, 2009** MASBO Summer Conference –  
 Holiday Inn Grand – Billings  
**Oct 14-16, 2009** MCEL – Missoula  
**Oct 23-26, 2009** ASBO - Chicago

## Recovering Costs for Community Use Helps Overcome Budget Shortfalls

(By: Erin Tucker, Media and Public Relations,  
 SchoolDude.com)

In this time of continually tightening budgets, school business officials are being challenged to identify alternate sources of income and more effective ways to cut operating costs. One cost factor that poses unique challenges is the increasing use of school facilities by the community. While providing a service to community groups, this practice creates high demand for a district's operations team and

generates additional costs in the form of utilities, custodial overtime and wear and tear on equipment and facilities.

A recent study of more than 1,000 school districts using an on-demand facility scheduling solution examined how educational professionals nationwide are coping with the increasing demand for community use of school facilities, measuring the success of their efforts to recover costs. The findings revealed that some districts are faring better than others when it comes to cost recovery for facility use.

According to the study, the average amount of cost recovery income for U.S. school districts is approximately \$17 per student. Those in the 90<sup>th</sup> percentile for cost recovery capture upwards of \$28 per student. Keys to this increased success include solid leadership, board policy, and implementation of efficient processes to manage the growing use of facilities.

When planning the distribution of event management, it is critical to find a balance between which aspects of the process are centralized and which are distributed. Consideration should be given to school personnel regarding control and decision-making so authorization of who can use the school at what times can be centralized or distributed as appropriate. Districts with the most successful facility scheduling programs have determined that billing and policies must be centralized. Concerns such as risk management and community image drive this need for centralization.

However, a method must also be created to allow for decentralized decision-making regarding groups, event conflicts and ownership of the schools. The ability to empower school-level administrators, while at

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the same time maintaining centralized invoicing and policies, makes having both centralized and decentralized processes a necessity.

Those involved with event management at Missoula County School District in Montana agree with this mentality. While principals maintain approval rights, Connie Doherty, the maintenance and operations specialist, is the central figure who collects requests and handles billing. This enables easy access to a group's rental history, according to Doherty, while also providing a solid point person for those with questions regarding facility usage. Having managed approximately 14,800 events last year alone, those at Missoula can vouch for the benefits of this semi-centralized distribution.

While some districts may be steadily recovering costs associated with community use, many are still enduring a political battle. Most school officials agree that the public should be able to use a district's school buildings. However, the issue is whether community groups should be charged for usage.

Some argue facility use should be free of charge for taxpayers since their dollars paid for the buildings being used. But many, including some government officials, realize this approach is doing more harm than good and are calling for a change.

For example, under California's Civic Center Act, districts are required to make their schools available to the public but also must recover costs for use of those buildings. Failure to do so puts a burden on a school district's top priority: educating students.

Siphoning money away from the classroom to make up for the costs associated with facility usage is a hindrance to the core mission of schools. And that's a price no one wants to pay.

For more information about this topic, go to: [http://info.schooldude.com/Cost\\_Recovery](http://info.schooldude.com/Cost_Recovery).

## MCEL Update



*(MASBO members receiving their MRSBO recertification or standard certification from l to r: Zella Witter, Havre; Mary Davis, West Yellowstone; Steve Johnson, Bozeman; Judi Ward, Harrison; Karen Carlson, Centerville; Bob Odermann, Great Falls.)*

This year's MCEL meeting was held at the Billings Holiday Inn Grand, October 15-17, 2008. Over 750 persons participated in the 3-day event, including 94 business managers/district clerks.

The Conference began with the keynote speaker, Alan November. He is a technology wiz and his information was great. He demonstrated on line teaching tools that engaged the classroom and the cost was minimal. He discussed where we are going in regards to education and told us about a few programs that Japan already has in place, like the refrigerator that reads what your body needs for the day based upon an electronic urine reading that was created by the toilet of

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the future (Really!). He had other examples like this that kept the entire keynote upbeat and interesting.

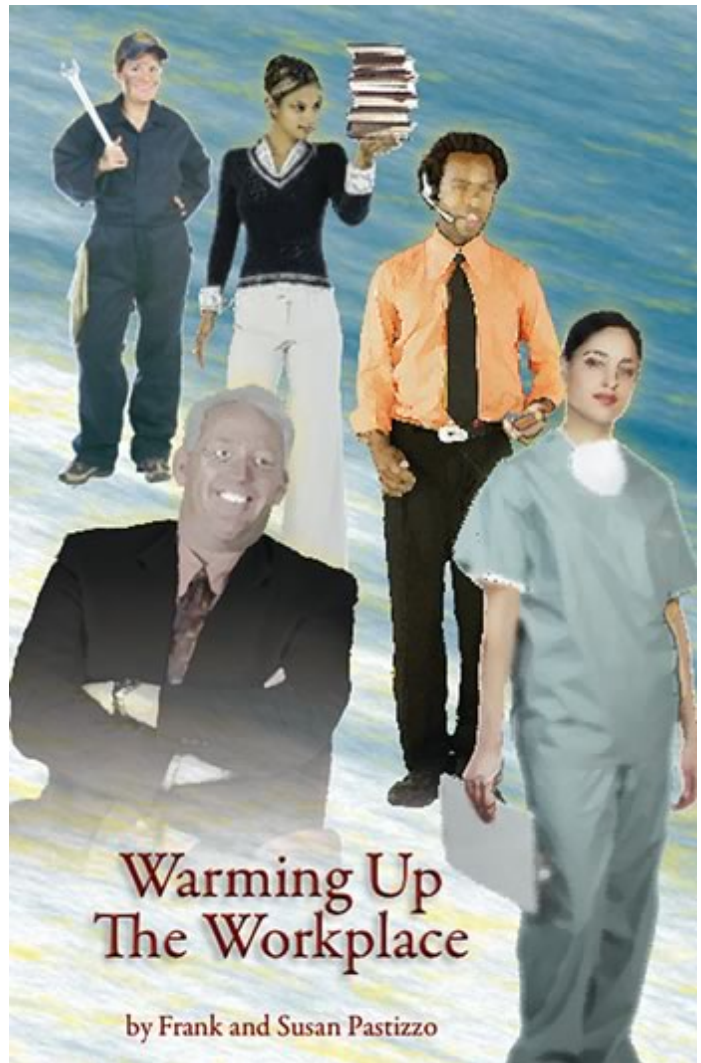
MASBO enhanced the number of workshops that might be of interest to the business officials and had a membership meeting that was actually an informational workshop. The first speaker was Patti Borsberry from the Secretary of States office discussing the Records Retention Schedule and asking for volunteers to help update the Schedule. Once again, several of you stepped up to the plate. Thank you. Then Denise Ulberg discussed a bill that is being proposed by the County Superintendents changing around some dates in the law. Several members had some concerns about them and she said that there would be some meetings in the near future that would bring more stakeholders to the table and she wanted to make sure the clerks were aware of the proposed changes. MASBO will get the proposed changes out to everyone in the near future.



The highlight of the conference was the closing general session. What a fun speaker we had. By the end of his hour, Frank Pastizzo had everyone in the audience rolling with laughter and at the same time delivered a very important but simple message on being kind and respectful of each other. He received a standing ovation and conference attendees left the conference with smiles on their faces. He has a book that he autographed and sold to those who wanted it. The line was very long and some people did not want to wait for the book so he generously is letting MASBO sell a few for him. Please check with your trustees or anyone else that attended MCEL.

### Speaker's book for sale

If you are interested in the book, MASBO has some copies! Frank and Susan Pastizzo's book: **"Warming Up The Workplace ...** a compilation of thirty-eight of our favorite and most popular monthly columns from the last 5 years, along with a reprinting of our first book, CHERISH, at the back." Send a check for \$17 to MASBO, 208 North Montana Ave., Suite 102, Helena, MT 59601 and we will get one out to you. This price is the book and postage costs.



**Give Robert a call and he will get an invoice to you and get the book in the mail.**

Robert's number is 443-0631.

Fall 2008

After the speaker, we drew name badges (so to make sure the person was in attendance at the closing session) for 3 prizes of \$300 in cash. The winners were all school administrators!!! So, trustees and clerks - it's our turn to win next year.

Thanks to MASBO members for attending. Mark your calendars for next year's MCEL which will be held October 14, 15 and 16, 2009 at the Missoula Garden Hilton Inn.

## **NEW NEW NEW MRSBO'S**

### **MT Registered School Business Official**

Mike Waterman, Lewistown  
Kathy Preeshl, K-G  
Edith Barnard, Saco  
Sheri Hesel, Wolf Point



*(MASBO President Suzie Zentz [L.] introducing Outstanding Business Official Sherri Hesel.)*

## **MASBO Board News**

The MASBO board heard from many of you about the late fee assessed on dues. Effective July 1, 2008 (retroactively) late fees will be assess on dues paid after September 1 of each year and you will be dropped from the membership rolls as of September 30 of each year.

## **Are You CERTIFIED?**

Become a Montana Registered School Business Official  
Receive the recognition you deserve.  
Contact the MASBO office and get started: 442-5599.

### **NEW Opportunities to get Certified!**

- 1) Come to the MASBO office in Helena and take the test(s).
- 2) Put a group together and we will come to you.

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Region 5	<b>Diane Brook</b> (406) 252-6002 <a href="mailto:brookd@lockwood.k12.mt.us">brookd@lockwood.k12.mt.us</a> (Petroleum, Fergus, Wheatland, Golden Valley, Musselshell, Sweet Grass, Stillwater, Yellowstone, Carbon, and Big Horn Counties)
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## DON'T FORGET THE VENDORS!

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