

# Meet the Candidates for WASBO President-Elect

**John Stellmacher**  
Chief Financial and  
Operations Officer  
School District of  
Hartford Jt #1



President-Elect Candidate  
*(Will move through the  
office as President  
Three-year term)*

**F**riends and Colleagues,  
Thank you for this opportunity to introduce myself, my professional and WASBO experience, and my rationale for running this Spring to be WASBO President Elect. Nearly fifteen years ago, becoming a school business manager wasn't even on my radar. After 12 years in the profession, it is now hard to imagine myself doing anything else professionally. While there certainly are challenging moments in our profession, I am grateful to be someone who not only enjoys their job but also receives a great deal of fulfillment from it as a result of opportunities to contribute to the greater good. WASBO has been instrumental in my growth as a business manager, educator, community leader, and advocate for all children to have an opportunity for a great education and professionally fulfilling career.

As public education continues to evolve, I feel that WASBO is uniquely positioned to not only help each of our professional members reach their full potential, but also advocate for a sustainable future that puts every child in every classroom in every Wisconsin school in a position to succeed. It would be a great honor to serve as WASBO President and help continue to build capacity in our organization to be advocates for opportunities for children, provide meaningful professional development to a wide spectrum of WASBO members in Districts large and small, and help each WASBO member develop their own personal WASBO network that creates and sustains success.

In 2007, following an unsuccessful bid for the Wisconsin State Legislature that helped me better understand public policy and what it meant to develop community consensus, I began my first administrator assignment as the Business Manager for the Barron Area School District. For the past 12 years, including the past 8 in the School District of Hartford Jt1, my position has evolved and I've continually looked for new ways to get outside my comfort zone to improve as an administrator, educator, teacher, and public schools advocate. I was fortunate to be assigned an engaging WASBO mentor from the Rice Lake School District and have had the opportunity in recent years to make the transition from WASBO mentee to WASBO mentor.

WASBO is an organization that offers so many opportunities for engagement, be it for first-year business officials to

40-year veterans, and from districts of a few hundred students to nearly 100,000 students. Over the past decade, I've served on the WASBO Joint Conference Committee, School Finance Puzzle Workshop Committee, the School Administrators Alliance, the Fiscal Transparency Workshop, I have been an Investing in Wisconsin Public Schools Table Coach, and most recently I am completing the third year of a term on the WASBO Board of Directors. During this time I've learned from some of the best in the profession and have also had an opportunity to become chair/co-chair of several committees which has given me an opportunity to grow as a leader.

Concordia University has also provided me with an opportunity to teach school finance to nearly 200 aspiring administrators since 2015 and continue to learn how to improve the value of the business office to fellow administrators and the thousands of educators that we serve in our over 4,000 Wisconsin public schools.

As WASBO President, I would use my experience working for two small rural districts and a mid-size suburban district to ensure that our professional offerings help every business official have an opportunity for success and access to quality resources. As we strengthen our partnership with Governor Evers and members of the State Legislature and Department of Public Instruction, I would work to develop capacity in our organization for every member to be comfortable as a K-12 public education advocate as we do the important work of providing accountability and demonstrate the tremendous value that our schools bring to each Wisconsin community.

I am passionate about the vital role that a quality public education has in our country and would very much welcome this opportunity to serve you and WASBO in the President-Elect capacity. If elected, I would pledge to always be approachable and accessible for each of you and work to ensure that every member of WASBO feels they have an opportunity to contribute and share their perspective and experiences. Though we might sometimes have different ideas on how best to solve problems, I believe a diversity of opinions and the collaborative culture of our organization makes us stronger and present a bright future for our profession. Thank you very much for your consideration and for giving me this opportunity to present myself and why I hope to serve as the next President-Elect of WASBO.

**A**s we move through our career path in public education, there has always been a need to increase our knowledge and to keep pace with the constant change around us. WASBO is the organization that provides the insight and opportunities for us to grow and continue down the road of success as education professionals.

What is WASBO? We all have our own definition as it is serving us for professional growth in different capacities, so for this purpose I will use my definition. To me it is an organization made up of a mixture of education professionals who are at different stages in their careers who can share their experiences and knowledge. Their quest is to believe in continuous growth and to take on the challenges that are presented to us each and every day.

Having been a member for over 20 years and involved with multiple committees as well as serving on the Board of Directors, gives me a view of just how deeply WASBO is involved with the development of education professionals. I am running for President Elect to continue my commitment to serve the organization that has helped me, and hundreds of other fellow education professionals, be successful for many years.

Being part of the growth of WASBO over the last 20 years has been exciting, to say the least. A few of the programs I have been proud to be part of include: development of the School Facilities Manager Certification program; The Midwest Facility Masters Conference (where I am currently, and have been for the past 10 years, co-chair); co-chair of the Facilities Committee for seven years; and, I am currently a member of the Safety Committee.

I have taken full advantage of the offerings WASBO has presented to me to improve my career. I am a Certified School Risk Manager (CSR), received the Facilities Managers Certification and served on the Board of Directors for one term.

It is my intent to give back to WASBO by serving as President Elect to continue to keep moving WASBO forward, and to continue the growth I have been part of for the last two decades. We are fortunate to have a diverse group of

members that have so much to offer, and by utilizing their knowledge to focus on the current needs of the members as well as focusing on the future to offer solutions to challenges as they arise.

A little about me, I have raised five children who are on their own in various career paths. I would tell them “go out and make a difference any way you can in whatever you are doing.” This is one of the points I am proud to have ingrained in them as they were growing up, and it is one of my strongest beliefs that I can bring to WASBO.

I am an avid motorcyclist and have taken multiple trips on my Harley throughout the United States. You meet so many people from different walks of life and learn how people from multiple backgrounds have common interests. I also enjoy camping in a camper, four wheeling, snowmobiling and working in the garage on anything with an engine and wheels. I have a continuous desire to learn. I like to have a working knowledge of how things work, whether it's a machine on my workbench or an organization I am involved in.

Being raised on a small dairy farm you quickly learn the value of hard work, as it taught me if the work was not done, the farm would not exist. After graduating high school and tech school I started a business repairing farm and industrial equipment. This was a natural transition from the farm life, and it taught me many valuable lessons I continue to use today.

I am currently The Director of Facility Services and Safety for the Kettle Moraine School District. Outstanding customer service is the key to success in any organization and this is something I learned from operating my business and continue to promote every day at Kettle Moraine to my staff and coworkers.

If you choose to vote for me to be your President Elect of WASBO, I will bring my energy, knowledge and experience. I will continue to strive to make WASBO the premiere education professional service organization it has been for me.

Additionally, I will rise to the challenges the future has to offer in our careers.



**Dale Zabel**  
Director of Facility  
Services & Safety  
Kettle Moraine  
School District

President-Elect Candidate  
*(Will move through the  
office as President  
Three-year term)*

# Candidate Résumés for WASBO President-Elect



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 Chief Financial and  
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**Dale Zabel**  
 Director of Facility Services  
 and Safety  
 School District of  
 Kettle Moraine  
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 office as President  
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Work Experience			Work Experience		
2011-Present	SD of Hartford Jt1	Chief Financial and Operations Officer	2008-Present	SD of Kettle Moraine	Director of Facility Services and Safety
2010-2011	Waupun Area SD	Director of Business Services	1994-2008	Watertown Unified SD	Supervisor of Buildings and Grounds
2007-2010	Barron Area SD	Business Manager	1982-1994	Pine Creek Equipment Inc.	Owner, operator of repair shop
Educational Experience			Educational Experience		
2005-2016	UW-Whitewater	Masters in School Business Management (MSE)	2011-2012	WASBO	Certified School Risk Manager (CSRMR)
2002-2015	UW-Whitewater	BBA in Finance - Actuarial Science	2006	WASBO	Facility Managers Certification
2002	UW-Washington County		2010-2012	WSSCA	School Safety Coordinator Program
2000-2001	UW-Green Bay		1981-1983	AMI Florida	Certified Mechanics Course
Professional Activities			Professional Activities		
<b>WASBO:</b> Member since 2005; Board of Directors 2016-Present; Joint Convention Committee member since 2008, Co-Chair 2012-Present; School Finance Puzzle Committee & DPI Fiscal Transparency Workgroup Member; WASBO Mentorship Program Mentor			<b>WASBO:</b> Board of Directors; Facilities Committee Co-Chair; Midwest Facilities Masters Conference Committee Co-Chair; Student Scholarship Committee		
<b>School Administrators Alliance:</b> Member since 2008; WASBO Chair 2018-Present					
Community Activities			Community Activities		
<b>Hartford Rotary:</b> Board of Directors <b>Barron Kiwanis:</b> Board of Directors <b>Boys and Girls Club of Barron County:</b> Board of Directors <b>Waukesha County:</b> Spring 2018 Board of Directors Candidate <b>Concordia University of Wisconsin:</b> Adjunct Instructor in School Finance and Administration Courses			<b>Watertown Optimists Club:</b> Committee for Fitness Training Center at Watertown High School <b>Pullers Incorporated:</b> Senior Tech Officer and Inspector Share the Field Committee: Member to develop athletic fields at Kettle Moraine Schools		
Interests & Hobbies			Interests & Hobbies		
2012 Wisconsin Ironman Finisher, My Team Triumph (MTT) Triathlon Team, St. Dominic and St. Charles Catholic Parishes, Dad to Catherine and Vera			Motorcycling, traveling, camping, four wheeling, snowmobiling, raising my kids, eat at Mom and Pop diners.		

# Meet the Candidates for the WASBO Board of Directors

**Demetri Andrews**  
Business Manager  
North Crawford  
School District

Director Candidate  
(Three-year term)



Hello fellow WASBO members!

**H**eello fellow WASBO members! Please consider supporting my goal to join the WASBO Board of Directors. The WASBO organization has helped me grow significantly since starting my career as school business administrator. I have been the School Business Manager of the North Crawford School District for the past five years. North Crawford is a rural school in southwest Wisconsin, nestled along the Kickapoo River in what is known as the Driftless Area. If you have never been to this part of the state, please visit!

I bring many experiences that will make me a great addition to the WASBO Board of Directors. I started my career right out of undergraduate school as a business education teacher for six years. My favorite business class to teach was accounting because I like working with numbers and finance. I also enjoy the intrinsic feeling when numbers in a financial report balance like they are intended to! I took that passion for education and business to earn my master's degree from UW-Whitewater in their well-known school business management program. Since joining the North Crawford administrative team, I am proud to have been an active participant in the development of a new teacher compensation plan, moving to a health insurance cooperative, implementing ACT 32 energy efficiency projects, and moving

the district to a new financial management and human resource software system.

In the past five years, I have attended many WASBO conferences, served as a mentor, and currently serve as the chair of our Southwest regional. I have also been fortunate to be recognized with a couple of awards. In 2018, I was awarded the "Emerging School Business Leaders Scholarship" to be able to attend the 2018 ASBO International Meeting and Expo. In that experience, I gained a larger network of school business officials from around the world. I am also the recipient of the "George Gray WASBO New School Business Manager of the Year" for 2019. Both awards have given me the opportunity to reflect on how thankful I am that WASBO is here to support all of us in being successful school business officials.

The WASBO organization has given me many great friendships, continued learning, and leadership opportunities. Each one of us brings a wealth of knowledge and experience to move this organization forward. Alone we might struggle, but together we can continue to do great things for our districts and our great state. I appreciate your consideration for my candidacy to join the WASBO Board of Directors.

Hello WASBO Members!

**H**It is an exciting honor to be considered as a candidate for the WASBO Board of Directors. I am currently the bookkeeper for the Colby School District who, like many bookkeepers in rural areas, operate as a business or finance manager. With my skills, experience, integrity and vision, I am eager to bring a unique perspective to the team of WASBO Directors.

WASBO has been an excellent professional development resource that has supported me in growing into my position as a strong finance leader for the rural School District of Colby. Small rural districts like ours often experience financial difficulty with supporting both a superintendent and licensed business manager. WASBO's high quality professional development opportunities have enhanced and challenged my financial knowledge and skills and have in turn enabled me to provide vital services to our district.

In contrast to experience in a larger district, as a director,

my rural area experiences of wearing and understanding multiple hats will bring several advantages to WASBO. I have experience in several aspects of the business office including financial planning and analysis, budget development and management, RFP Process, management of accounting systems and functions, risk management activities, human resources, grant management, and strategic planning.

I am running for the WASBO Board because I am passionate about school finance and I desire to be involved with the organization that has been a foundational building block in my career. In addition to supporting all schools and enhancing my leadership skills, I wish to empower and give voice and equity to rural schools.

Thank you for your consideration.



**Audra Brooks, SFO**  
Executive Assistant/  
Bookkeeper  
Colby School District

Director Candidate  
*(Three-year term)*

# Meet the Candidates for the WASBO Board of Directors

**H**ello fellow WASBOnians! I'm writing today to announce my candidacy for the WASBO board of directors. I have been a member of this great organization for over 11 years and feel it is time to give back in a more significant capacity. I know I would be a great addition to the WASBO Board.

## Personal

Born in the Fox Valley area, my family moved to northern Wisconsin when I was still a child. My parents owned their own businesses for much of my childhood, so I was raised with a very high work ethic and know what it means to work hard and do what it takes to make things go. I have been married to my husband, Tim, for 27 years. We have two sons, both currently in high school. We remained in the area where we grew up so our boys could have similar experiences with close family and a small, tight-knit community. We enjoy camping as a family and I enjoy horseback riding. My husband and sons take full advantage of all outdoor sports Wisconsin has to offer.

## Professional

I have been in PK-12 public education for nearly 12 years at two different districts. Working as the Business Manager and Director of Finance and Operations at various size districts has given me a tremendous background in school finance and general operations. At these districts I have gotten hands-on experience while managing the finance, human resource, maintenance/custodial, technology, food service, and transportation departments. Prior to moving into public education I did similar work at a private college. These experiences as well as my background in accounting set me up very well for the challenging business of public school finance.

## WASBO Affiliation

I have been a member of WASBO and ASBO for 11+ years. I have successfully completed the Facility Manager's certification program with WASBO and the SFO certification with ASBO. I currently serve as a Mentor, attend my regional meetings regularly, annually attend several conferences, and serve on the WASBO awards nominating committee with my regional. I am currently enrolled in the CSRM program this spring. I assist the WASBO staff at every conference I attend and have also presented at the SLATE conference.

## Board Candidate

I decided to pursue candidacy for the WASBO Board of Directors after being approached by other members. I have a vast breadth of knowledge about all aspects affecting public school finance and operations. Having the unique distinction of being the only business manager to start a new district (after the split of one district into two) sets me apart from other candidates and gives an indication to my level of commitment and drive to something I believe in. I pride myself on the ability to work with all groups of people, to see the "big picture", and work for the greater good of all.



**Holly E. Boucher-Burr, SFO**  
Business Manager,  
Clintonville Public Schools

Director Candidate  
(*Three-year term*)

**Marta Kwiatkowski, SFO**

Director of  
Business Services  
School District of  
Rhinelander

Director Candidate  
*(Three-year term)*



**H**ello WASBO Members. My name is Marta Kwiatkowski. It is an honor to have the opportunity to submit my candidacy for a director position on the WASBO Board. This is my 13th year as a member of WASBO, and I am so grateful to be part of this organization. Throughout the years, there have been many WASBO members that were willing to share their knowledge, ideas, and best practices with me. I would feel privileged to be able to give back the same support that I have received. WASBO's professional development is invaluable and a true asset. Without the support of its members, I would not have established the wonderful network of colleagues that have helped me excel and succeed as a school business official and administrator.

Currently, I am the Director of Business Services in the School District of Rhinelander. I have been in this position for 13 years. Prior to that, I worked for Virnig and Associates, LLC, a CPA firm that specialized in auditing public schools, counties, and nonprofit organizations. In 2016, I received my Certified Administrator of School Finance and Operation certification from ASBO and in 2017 I completed the Certified School Risk Manager Program. In 2019, I received the honor of being named the Business Manager of the Year by WASBO.

I have been married to my husband, Kevan, for 15 years. We have two children, Connor and Emily. Connor will be starting high school in the fall, and Emily is currently in 4th grade. We also have two dogs, Izzy, a chocolate lab who is 13, and a new puppy, Lola, a yellow lab who is only three months old. I enjoy spending time with my family, traveling, and learning new things.

I am running for the WASBO Board because I want to give back. Through my experience and knowledge as a business manager and an auditor, I have faced a number of challenges. With the resources available to me through WASBO, I have been able to meet those challenges and provide financial security to the School District of Rhinelander enabling its students with the support needed for educational success.

It would be an honor to serve on the WASBO Board and to represent WASBO throughout the state. For years I was supported by WASBO and its members, and I would be privileged to share my knowledge and best practices with other school officials. If I am elected to the WASBO Board, I would work diligently to work with its members and meet the organization's goals and vision for the future.

# Meet the Candidates for the WASBO Board of Directors

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**Eddie Then**  
School Business  
Manager  
School District of  
Crandon



Director Candidate  
(Three-year term)

**D**ear WASBO Members,  
My name is Eddie Then and I am the Business Manager for the School District of Crandon, also known as "Beautiful Crandon." Crandon is in northeastern Wisconsin and there are days when I see more turkeys on my way to work than people. It is a strong, resilient community and we serve about 900 kids. I am both excited and honored to be a candidate for the WASBO Board of Directors.

I am a father of two and have been married to my wife Lauren for ten years. We love doing things outdoors such as being out on our boat, motorcycling, and down-hill skiing. My parents were small business owners and by age 11 they had me working so much, had the ACA been in place, I would have been eligible for health insurance coverage. Working at the family business showed me how to have a mentality of "your name being on the door," which means taking responsibility for the choices you make and the quality of work you do. As a high school student, I was fortunate to have the same great math teacher twice (yes, for different classes) who inspired me and made we want to be a teacher. I am the first one in my family to graduate from a four-year college. Afterwards, I went on to teach high school math for six and half years in the Watertown and West-Allis West-Milwaukee school systems. Both experiences have shown me some bad, some good, and some great things about public schools and how important it is that we strive to educate students and families for a better future. Public education needs strong leaders who are advocates for not only the students, but also for the education profession and the important role it plays in developing our country's future.

One of my colleagues had completed the SBM program at Whitewater and told me to check it out. Next thing I knew, I enrolled and took a position in Crandon before finishing the program. When I started in Crandon, payroll was in disarray, the superintendent had resigned, and there was a lot of planning and clean-up to do. While I will admit I did not fully understand what I was "signing up for" when I started, it has been (and continues to be) a phenomenal learning experience and we are moving in a good direction.

During that time, I learned about WASBO and how valuable the organization and its members are. I have gone through the WASBO Mentoring program and was New Business Manager of the Year thanks to my regional

group colleagues and several board members. I am active in our WASBO regional group and feel very lucky to work with such an outstanding group of experienced professionals. I have been Crandon's business manager for four years and I cannot count how many times I have benefited from the knowledge and camaraderie that comes from both the regional group and the WASBO organization as a whole.

There are a few things I would like to make clear about my candidacy and how I operate as a business official:

- I am willing and eager to learn from, to help, and to collaborate with others about developing WASBO
- I used to be a teacher and that has great influence about how I think about the financials, processes, and personnel management related to school business
- I believe that the instructional side of the house and business side of the house were meant to plan together, communicate on operational and instructional issues, and can only maximize student and community benefit by working together
- I am highly vested in equitable access to educational programs and services
- I love the work I do and believe that the hard work and advocacy of a business official makes it all the way to the classroom level

In closing, I want to thank you, the reader, for taking time to read about my candidacy for the WASBO Board.

If elected, I will work hard to support WASBO and help move the organization forward. While I have no famous quote to end with, I will leave you with what I used to tell my students: your life is made of the choices you make. Being part of WASBO is a choice that I have made and regardless of whether or not I am elected to the Board, I will continue to both support the organization as much as I can and learn from the great people that are associated with WASBO. Again, thank you for your time and consideration.

# Candidate Résumés for WASBO Board of Directors



**Demetri Andrews**  
School Business Manager  
North Crawford School District  
Director Candidate  
(Three-year term)

**Audra Brooks**  
Financial Management &  
Bookkeeping  
Colby School District  
Director Candidate  
(Three-year term)



Work Experience			Work Experience		
2014-Present	North Crawford SD	School Business Manager	2012-Present	Colby SD	Financial Management & Bookkeeping
2011-2014	Mount Horeb Area SD	Business & Information Technology Teacher	2006-2012	Marathon County Special Education	Medicaid Specialist, Secretary
2008-2011	Belmont Community Schools	Business & Information Technology Teacher	1995-1999	Liberty Mutual	Underwriter
			1993-1995	Wausau Insurance Company	Credit Services
Educational Experience			Educational Experience		
2012-2014	UW-Whitewater	Masters of Science in Education-School Business Administration	2019	ASBO International	Certified Administrator of School Finance and Operations (SFO) designation
2004-2008	UW-Whitewater	Bachelor of Science in Education-Business Education	2012-2013	Northcentral Technical College	Accounting Certificate
			1991-1993	Northcentral Technical College	Business Management
Professional Activities			Professional Activities		
<b>WASBO:</b> 2019 George Gray WASBO New School Business Manager of the Year Award Recipient; Southwest Regional Chair; WASBO Mentorship Program Mentor			<b>WASBO:</b> Member		
<b>ASBO:</b> 2018 Emerging School Business Leader Scholarship Recipient					
Community Activities			Community Activities		
<b>Crawford County Fair:</b> Volunteer			<b>Parish Council of Catholic Women:</b> Treasurer		
<b>North Crawford Community Education Foundation:</b> Fiscal Agent			<b>Central WI Volleyball Club:</b> Volleyball Coach		
Interests & Hobbies			<b>St. Anthony's Catholic Church:</b> Instrumentalist		
Spending time with family, traveling, sports, home brewing.			Volleyball, snowshoeing, boating, spending time with family, biking.		



**Holly Burr**  
Business Manager  
Clintonville Public School District  
Director Candidate  
(Three-year term)

**Marta Kwiatkowski**  
Director of Business Services and  
Human Resources  
School District of Rhinelander  
Director Candidate  
(Three-year term)



Work Experience			Work Experience		
2018-Present	Clintonville Public SD	Business Manager	2006-Present	SD of Rhinelander	Director of Business Services and Human Resources
2007-2018	Gresham SD	Director of Finance and Operations	1999-2006	Virnig & Associates, LLC	Director of Auditing
1999-2007	College of Menominee Nation	Vice President of Finance and Operations			
1997-1999	Independent Media Group, Inc.	Controller			
1992-1997	Kerber, Rose & Associates, S.C.	Accountant			
Educational Experience			Educational Experience		
2015-2017	UW-Milwaukee	Masters of Science in Educational Leadership, Administrative Leadership & Supervision	2004-2006	Marian College	Masters of Arts in Education
1990-1992	UW-Green Bay	Bachelor of Science in Accounting	1999-2002	Caroll College	Bachelors of Science in Accounting
1988-1989	UW-Whitewater	General Studies			
Professional Activities			Professional Activities		
<b>WASBO:</b> Member since 2007 <b>ASBO:</b> Member since 2007 <b>WI CPA:</b> Member 1996-2015			<b>WASBO:</b> Member since 2006; 2019 School Business Manager of the Year Award Recipient <b>ASBO:</b> Member since 2006		
Community Activities			Community Activities		
<b>Our Kids, Our School, Our Community, Our Future:</b> Community committee to promote school bond referendum <b>Lions Club:</b> Member for 10 years			<b>Tomahawk Swim Club:</b> Board Member (2014-16) <b>Hodag Facilities Foundation/Hodag Schools Foundation:</b> Board Member/Finance Committee (2012-Present)		
Interests & Hobbies			Interests & Hobbies		
Camping, horseback riding, reading, crocheting.			Spending time with my family, traveling, swimming and soccer.		

# Candidate Résumés for WASBO Board of Directors



**Edward Then, Jr.**  
School Business Manager  
School District of Crandon  
Director Candidate  
(*Three-year term*)

Work Experience		
2015-Present	SD of Crandon	School Business Manager
2015-2015	Nathan Hale High School	High School Math Teacher/ Math Team Advisor
2008-2011	Watertown High School	High School Math Teacher/ Supermileage & Skills USA Advisor
Educational Experience		
2013-2016	UW-Whitewater	School Business Management M.S.E.
2009-2010	UW-Madison	Started Education Leadership & Policy Analysis Program
2003-2008	UW- Eau Claire	Math Major/Econ Minor - Secondary Education
Professional Activities		
<b>WASBO:</b> Joint Convention Committee member; Volunteer; WASBO Mentorship Program Mentor		
Community Activities		
<b>Cardinal Grill:</b> No Offices - Sell food during summer to raise scholarship funds		
Interests & Hobbies		
Two children, motorcycling, bicycling, snowmobiling, downhill skiing, fishing.		