

Transitioning - the CSBO Shuffle and Navigating Your Career Moves



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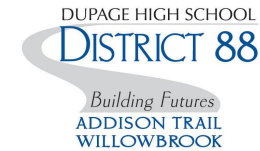


Introductions



John Benedetti - Speaker
- *Asst. Supt./Business Services, CSBO, Comm. Cons. Sch. Dist. 93*

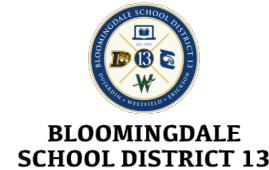
Ryan Domeracki - Speaker
- *Dir./Business Services, DuPage HSD 88*



Tim Neubauer - Speaker
- *Assistant Superintendent for Business/CSBO, Niles Twp. HSD 219*



Valerie Varhalla – Speaker
- *Director of Finance/CSBO, Bloomingdale SD 13*



Sue Bertrand - Moderator
- *Business Development Specialist, DLA Architects, Ltd.*



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IASBO Career Roadmap

- <https://www.iasbo.org/iasbo/careercenter/career-roadmap/transitions>



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Tips to Start on the Right Foot

- ***Focus on relationships***
- ***Touch base with the Superintendent every month***
 - “How do you think I’m doing?”
- ***Build up your network.***
 - Illinois ASBO – [Regional Organizations](#)



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Seek out mentors

- You can establish mentoring relationships through your Illinois ASBO Regional Organization or through [Illinois ASBO Mentoring Services](#).



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Stay on your guard- There is a Change in the Atmosphere

- ***New board or district leadership*** causes you to lose long-standing relationships.
- ***Things start getting contentious*** at board meetings and the blame falls on you (with a lack of support from other leaders.)
- ***You are asked to go against your morals and principles***
- ***You start hearing gossip***
- ***Things happen outside the normal chain of command*** (Example: Board members start going around the Superintendent to you.)
- ***If you see that people are treating you differently, be mindful.*** (Example: You were previously included in closed session and now you are not, or you've noticed that every communication is now email vs. in-person conversation.)
- ***You are being micro-managed*** as a professional or the leadership doesn't seem to have confidence in you (whether it is their personal history or they don't feel you are doing your job right).



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John

- Accts. Payable / Business Manager - Lake County HS Technology Campus
 - Vocational HS - 19 Lake and McHenry County schools – 2,500 students, 30 teachers, \$8M finances
- Director of Fiscal Services - Round Lake CUSD 116
 - 9 schools, 6,200 students, 500 teachers, \$110M Finances
- Director of Finance & Operations – North Chicago CUSD 187
 - 8 schools, 3,500 students, 220 teachers, \$60M Finances
- Asst. Superintendent for Business Services – CCSD93
 - 9 schools, 3,300 students, 350 teachers, \$80M Finances



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Ryan

- Asst. Director of Finance & Operations – North Chicago CUSD 187
 - 8 schools, 3,500 students, 220 teachers, \$60M Finances
- Director of Business Services/Asst. Chief Financial Officer – DuPage HSD 88
 - 2 schools, 4,000 students, 288 teachers, \$81M Finances



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Tim

- Director of Buildings and Grounds-Barrington CUSD 220
 - 12 schools, 8,100 students, 616 teachers, \$170M Finances
- Business Manager/Director of Operations- CHSD 155, Crystal Lake
 - 4 high schools, 7,000 students, 400 teachers, \$80M Finances
- Assist. Supt. for Business/Finance- Oswego CUSD 308
 - 21 schools, 17,000 students, 1100 teachers, \$150M Finances
- Assist. Supt. for Business Services/CSBO- Barrington CUSD 220
 - 12 schools , 8,100 students, 616 teachers, \$170M Finances
- Assist. Supt. for Business Services/CSBO- Niles TWP HSD 219
 - 2 schools, 4,500 students, 475 teachers, \$180M Finances



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Valerie

- Director-Prospect Heights SD 23
 - No school district experience-ran before/aftercare for 150 students and 15 staff
- Payroll/Benefits-Round Lake CUSD 116
 - 9 schools, 6,200 students, 500 teachers, \$110 M Finances
- Comptroller-Barrington CUSD 220
 - 12 schools, 8,100 students, 616 teacher, \$170 M Finances
- Director of Finance-Park Ridge-Niles CCSD 64
 - 8 schools, 4,563 students, 372 teachers, \$82 M Finances
- Director of Finance/CSBO-Bloomington SD 13
 - 3 schools, 1,354 students, 97 teachers, \$21 M Finances



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Questions and Answers

We thank you for your time!



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Presenters:

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