

With first book

Local author explains board roles

by SCOTT NEWTON

Arty Trost can attest to the fact it isn't easy to write a book.

When asked if she enjoyed putting together "Gaining Momentum for Board Action," Trost said, "No. It was a pain."

Though family obligations and a full-time consulting practice made her time schedule tight, she said, "I have to admit when I first had it in my hands and I saw my name on the cover, I said, 'Wow, when can I start writing another one.'"

Trost, who travels "all over the country" as owner of Organizational Dynamics, a consulting organization headquartered in Sandy, said her book provides the basic information about the roles and responsibilities of boards of directors, and how they can be more effective in planning or running organizations.

Trost said, "Often these are extremely competent people that, when they get together, don't always know how to be competent as a group on behalf of the organization they're supposed to



Arty Trost

be running."

In addition, the book makes the distinction between governing boards of directors and advisory groups.

"Very often these local advisory committees get a little confused because they kind of get into thinking they're policy-making, and they get real upset when the governing board doesn't accept their recommendations," she said.

Trost recently trained Fire Protection District Board of Directors, which recently passed a motion banning volunteer firemen to serve on the board, "showed a real sophisticated awareness of conflict of interest."

Other clients have included the American Hospital Association, United Way of America, the Bonneville Power Administration and Nike Inc.

Trost said she's been keeping "very busy." "Gaining Momentum," which at least in theory was done on her own time, took about a year to complete. It was just recently published.

The book was co-authored by Judy Rauner of San Diego. "It was real interesting working with an author a thousand miles away," she said, adding that she had "monumental" telephone bills.

She put the book together to provide some follow-up after consultations, or for groups not able to afford to hire a consultant.

Trost, who has a master's degree in social work from San Diego State University, said she wanted to put something together that wouldn't put people off as being too academic.

Commenting on a local issue, Trost said the Hoodland Rural

Fire Protection District Board of Directors, which recently passed a motion banning volunteer firemen to serve on the board, "showed a real sophisticated awareness of conflict of interest."

She said, "A lot of people didn't realize that a volunteer is an unpaid staff person and is affected by the decisions the board makes. Therefore the board member can't be both the boss and the subordinate."

She said the board's decision was "extremely" appropriate. She said a volunteer fireman would take expertise into the job as a board member. But she added, "As a matter of fact, now they're looking at workman's compensation benefits for volunteers, etcetera, etcetera. So it does affect them."

Trost, and her husband Norm, have a son, Mark, 11, a fifth grader at Firwood School.

"Gaining Momentum" is available by contacting Trost, or by writing Malborough Publications, Box 16406, San Diego, Calif., 92116.

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Cite earlier resignations

Board denies teachers' extra duties

by MICHAEL P. JONES
Post Correspondent

Two negotiators for the Welches Education Association, who were involved in recent contract disputes with the Welches School District, have had extra duty contracts rejected.

WEA's chief negotiator, Tom Well, a physical education instructor, applied two weeks ago for the head basketball coach position for the Welches Grade School. He had held the position for the past five years.

Jeanine Boldt, another WEA negotiator, applied for the drama instructor position.

After the school board's October meeting, board members met in executive session and discussed the extra duty contracts for the negotiators which begin Nov. 1. They rejected Well's and Boldt's applications for the positions.

When questioned after the session, Richard Hoffman, school board president, said he could not com-

ment. He did say a meeting had been requested by Boldt to discuss the situation and this is in the process of being set up. He said the meeting would be between the board and the two teachers.

Last Thursday, however, the board again met in executive session. After the meeting the board issued a written statement concerning the issue.

"The board feels, at this time, that in view of the employees resignations from a previous contract obligation, the board declines to offer another contract," the release said.

Boldt explained that the contract obligations the board referred to in their statement occurred during the last bargaining session with the district. She said both sides had reached an impasse and there appeared to be a difficult enough task to resolve contract problems and get both sides to agree.

Boldt said it was impractical for the board to believe Well could continue

on as the head football coach and she as after-school art instructor. First, she said, the contract dispute had to be resolved.

The board never acted on the resignations, said Boldt, and it was later the night the resignations were offered that the district and WEA begin to work out the real issues of the contract.

She feels it was the threat of the board losing their services as football coach and art instructor that helped resolve their differences.

A few days after the contract settlement was reached Well resigned from his coaching position, citing the physical and mental exhaustion from the more than nine months of negotiations as the reason. He said, at that time, he intended to apply for the head basketball coaching job when it became available in November.

"It just seems like they are retaliating for our roles in the negotiations," said Boldt.

Rob Hill of Zig Zag, a former teacher at Welches,

agreed with Boldt. He called the board's actions "dumb and vindictive" because of the role the two teachers played during negotiations.

"It was a dumb move for the school board not to accept Jeanine's and Tom's extra duty contracts," said Hill. "The contract negotiations had dragged on and on and finally it was resolved. Everything was beginning to calm down then they go and do this, making things tense again."

Hill said it was like the board wanted to push Well and Boldt as far as they could, "which is not in the best interest of the community."

"They (the board) say they represent a cross-section of the community," said Hill. "But the people those teachers represent and effect, namely the parents of their students, were not in attendance at their meeting."

He said when he heard about the board rejecting the extra duty contracts for Boldt and Well, he decided

to attend last Thursday's meeting, even though he could not actually sit in the meeting.

"I was there to let the school board know how much we appreciate and support Tom and Jeanine," said Hill. "The rapport they have with the students is tremendous."

Hoffman said the rejection of Boldt's and Well's extra duty contracts had nothing to do with their role in the contract negotiations.

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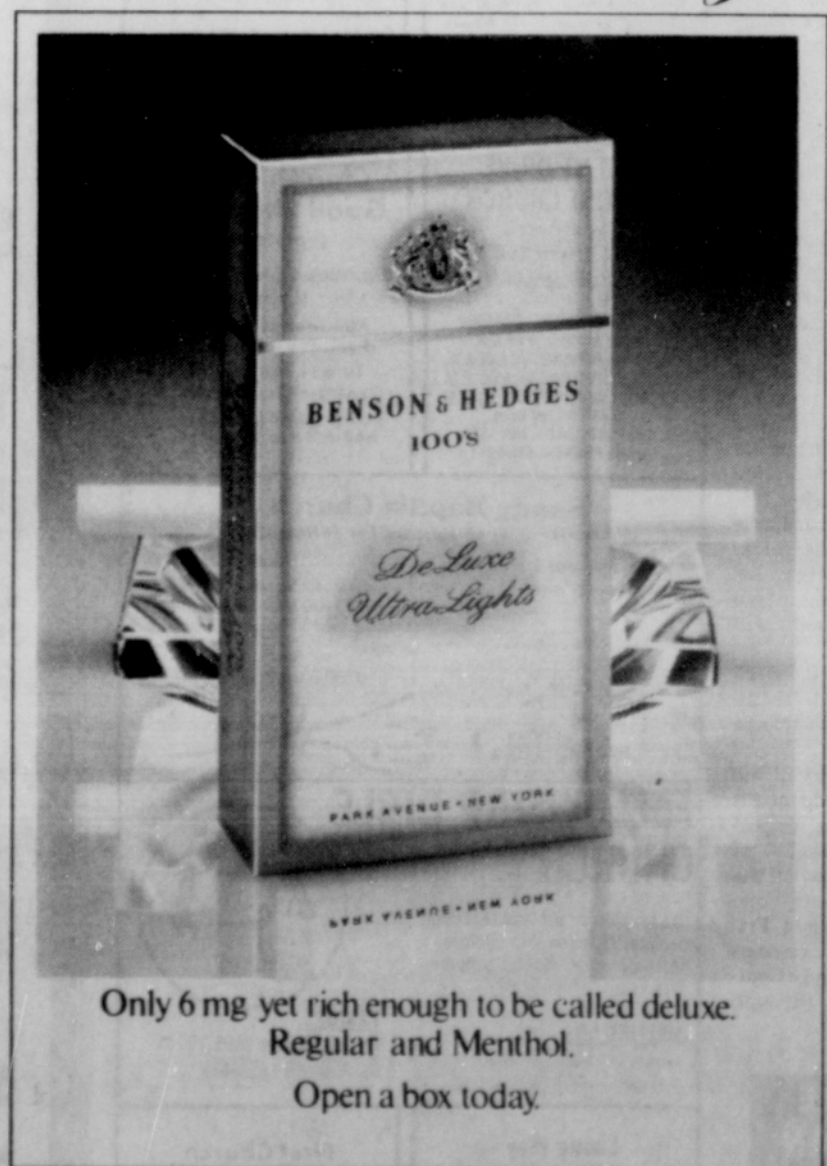
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