



**WEST DES MOINES**  
COMMUNITY SCHOOLS

**Learning Resource Center**

3550 Mills Civic Parkway • West Des Moines, IA 50265

515-633-5000 • [www.wdmcs.org](http://www.wdmcs.org)

Business Record ATTN: Jason Swanson  
100 4<sup>th</sup> St.  
Des Moines, IA 50309

I am pleased to write this letter of recommendation for Mr. Paul Bobek. I have worked closely with him since July 2012. Paul is resourceful, dynamic, and extremely knowledgeable in school finance.

Paul serves as the Chief Financial Officer, CFO, for the West Des Moines Community School District. He provides collaborative and action-oriented leadership and expertise in administering the business operations of the district. Paul serves as a member of the "Superintendency" and is directly responsible for the annual budget, building and grounds, transportation and nutrition services. He is a member of the district's certified and support staff negotiating teams; recording and distributing minutes to appropriate parties, and preparing fiscal exhibits for mediation and arbitration. Paul works cooperatively with building principals and the Department of Education in developing enrollment projections, administering the district's open enrollment procedures and completing the certified annual report, CAR.

Paul has sound fiscal management skills. He understands the need to set priorities for resource allocation and expenditures that are aligned to the district strategic plan. He seeks to understand the needs of every department in the district based on input and evidence based information. He makes decisions on how to best deploy limited resources that are aligned to the district vision that helps students to be successful learners and graduate with the essential skills to communicate, collaborate and solve problems as confident citizens. He has needed to make decisions that are not always popular by particular interest groups. However every decision he has made has always been made based on what he believes will most benefit students and our district.

Mr. Bobek has excellent communication skills. He communicates clearly and effectively. He is articulate and has the ability to relate successfully with staff, students, families, community members and business contacts.

The following highlight some of Paul's outstanding achievements in the field of business and financial management:

1. Worked with Senator Charles Schneider to introduce Senate File 301 which then became Senate File 485, which passed and signed into law on June 26, 2015, resulting in a savings for taxpayers of the West Des Moines Community Schools and the taxpayers of all public school districts seeking similar savings.

2. Received the Certificate of Excellence in Financial Reporting: The Association of School Business Officials (ASBO) International has awarded West Des Moines Community School District its Certificate of Excellence in Financial Reporting award for having met or exceeded the program's high standards for financial reporting and accountability. This is the district's 31st year to participate in the COE program—a true reflection of its commitment to fiscal integrity.
3. Instituted the Section 457 Tax Deferral Plan which provides employees another option to save for retirement through a tax deferred Plan. Only employee contributions can be made to this Section 457 Plan. No District contributions can be made into the plan.
4. Implemented software programs such as SchoolDude Work Order Management and Time Clock Plus to bring more efficiency to our district.
5. Implemented 5Cast, an analytical data tools of 5Sight, to use in forecasting the district financial position over a five year period.
6. Negotiated with West Bank to increase our percentage on accounts. This change has already brought an estimated \$500,000 per year additional interest income revenue to our district.
7. Participates in professional organizations such as the Association of School Business Officials International, ASBO, and Iowa Association of School Business Officials, IASBO. Served as past board member of ASBO and past President of IASBO. He continues to serve on committees for ASBO.

Paul's skills, abilities, and experience allow him to be a highly effective Chief Financial Officer.

Sincerely,

A handwritten signature in black ink that reads "Lisa M. Remy". The signature is written in a cursive, flowing style.

Lisa M. Remy, Ed. D  
Superintendent  
West Des Moines Community Schools