



Taking Care of Business

"By the end of the decade, the Wisconsin Association of School Business Officials shall be the most influential organization on significant Wisconsin school business management issues."
WASBO Vision

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LEADERSHIP

If we were to examine any number of successful organizations, including professional associations, we would surely find that the most significant attribute they would have in common is that their leadership runs deep in the organization. WASBO is indeed fortunate to claim an extra helping of leadership at all levels of the organization. WASBO is built on a firm foundation of regionals, committees, project teams and a Board of Directors that encourages and welcomes the participation of the membership. Leadership is not limited to regional representatives, committee chairs or the Board of Directors. Leadership originates with any member who has a constructive suggestion or develops and shares a successful practice.

Whenever a WASBO member contributes something which improves or enhances the profession of school business administration, that person is a leader. The whole becomes better because of the contributions from its parts. WASBO's growth in membership and services over the years has been due to the fact that it has drawn upon the collective knowledge and experience of its membership. It is the membership that has given direction to the leadership, and the leadership has been in tune with the needs of the membership.

The WASBO Nominating Committee has placed before you qualified candidates for positions on the

Board of Directors. If you haven't reviewed their resumes, please take the time to do so. You will find them on the WASBO website at www.wasbo.com. These candidates have all made the commitment to devote the necessary time and effort to continue to move our association forward. They are willing to do what it takes to guide WASBO into the future.

Leadership in the profession of school business administration is not confined to state borders. ASBO International is the association we look to for guidance and support on a grander scale. ASBO International defines and enhances the profession of which so many are proud to practice. This year, WASBO is eager to add one of its own to the ASBO International leadership team. Erin Gauthier-Green will be on the ballot for the Board of Directors. She has exhibited the professional skills and commitment that are the essential prerequisites for those who should lead at the International level.

You can exercise a good measure of leadership by being sure to vote for the WASBO candidates and if you are an ASBO International member, you already know that every vote counts. Voting at both the state and international levels now takes place on line, so please make it a point to contribute your best judgment to the leadership process. It has been made as easy as clicking your mouse.

Phil Frei
Treasurer Candidate



Tom Wohlleber
Treasurer Candidate

Ric Ericksen
Director Candidate



Mary Jo Filbrandt
Director Candidate

Dan Honoré
Director Candidate



Chad Trowbridge
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Editor: Don Mrdjenovich

A Message from the President

Participation is the Reward

As the mission of WASBO states, “Our focus is to provide professional growth opportunities for our members, to work for adequate funding and to **advocate** for educational opportunities for the children in the State of Wisconsin.” As one can see, within our mission statement is the desire to be advocates for kids.

There are several definitions for the word “advocate”. Some of Webster’s definitions include, one who pleads the cause of another before a tribunal or judicial court, one that defends or maintains a cause or proposal or to plead in favor or support. Most of these definitions imply some sort of action to take place.

This year WASBO formed a separate advocacy committee to focus and study “advocacy” as it relates to our mission statement and provide members with ways to become better advocates for students. The committee would also provide direction and support on the “how to” of advocacy as members connect with their boards of education, local communities, state government, DPI and other areas that impact education.

As a result of their work this year, the Advocacy Committee made the following observations. First, they concluded that there is already a strong, common advocacy thread within all of the existing WASBO committees. They stated that for WASBO to remain strong in its advocacy efforts, each individual member and the standing committees they participate in must continue to tie their goals and maintain their focus on improving the educational experience for all of our students. Through their focused work this year, the committee found that by including a strong advocacy thread through our professional and leadership development opportunities, WASBO can provide the necessary focus and tools to remain effective advocates for kids without the need for a separate committee. Although the work of this new committee may result in its own demise, the fact that their findings confirm a common advocacy thread throughout our committee structure is very comforting as we move forward with our vision to be the most influential organization on significant Wisconsin school business management issues.

I want to thank Jeff Mahoney and the rest of the Advocacy Committee for their efforts and taking a risk to participate on the committee not knowing where it would lead them. I would also like to express my appreciation to all of the WASBO members who gave of themselves to work on committees or special projects this year. Your commitment to participate continues to make WASBO a strong and effective organization.

Mark



Mark Van Der Zee
WASBO President



*Don Mrdjenovich
WASBO Executive Director
on vacation*

Exec's Reflections We Can Do Better

Last February my wife and I spent a week on vacation in the Dominican Republic. The Dominican Republic shares the island of Hispaniola with Haiti, which is one of the world's poorest nations. While there, we ventured into the back

country of the Dominican Republic which is also a very poor nation. We visited a school in which the children had only blackboards, old desks and a few maps and reference books. They had no computers. As a matter of fact, some had no shoes. We saw a dedicated staff of teachers who were doing their best to teach the basic skills that would help to free the children from a life of poverty.

Because they live in an agrarian society and in a country that does not have anything like our social security program, it behooves parents to have a number of children who will look after them when they grow old. Double digit family counts are not unusual. Baseball is their national sport, and those who exhibit an early talent for the game may be fortunate enough to attend a boarding school baseball academy. The USA major leagues are a ticket to wealth unthinkable to most Dominicans. Sammy Sosa could be king.

As we approached the Haitian border, we were forced to redefine abject poverty. There are about three million Haitians who are in the Dominican Republic illegally. They do the most menial of tasks, including chopping sugar cane in the blazing sun for 12 hours a day for about \$5.00. They never see a dentist, a doctor or a square meal. We felt uncomfortable as we were forced to compare the blessings our great nation has bestowed upon us to the hopelessness of these people. Many rely on very cheap rum to escape the reality of their condition. We did not see a school in the Haitian village, but we did see hope in the eyes of the children.

What did this all mean to me? It made me realize in a very dramatic way that the foundation of our greatness as a nation was laid when our founders drafted our Constitution and later, when those who followed them, determined that it was the right of every child to receive an education. What a difference that commitment has made. How sad that there remains a direct relationship between those living in poverty and their level of education here in the United States. We can do better. I believe I saw the consequences of ignorance revealed to me in a most dramatic way. I won't soon forget it.

"You don't lead by pointing a finger and telling people some place to go. You lead by going to that place and making a case."

Ken Kesey



"Nobody stands taller than those willing to be corrected."

William Safire



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Business Briefs The Budgeting Process

The budgeting process from beginning to never ending, was the topic of the February Business Brief. The panel discussed the topic from several perspectives and passed on suggestions that were based on best practices. The panelists drew upon their past knowledge and experience to share a wealth of helpful information. The program can be accessed at

www.wasbo.com and clicking on "Resources." The materials referred to in the presentation can also be downloaded from the WASBO website.

A WASBO Tutorial

Karen Kucharz, School Finance Consultant for the Department of Public Instruction presented a tutorial on how to count students and compute your revenue cap. You can access the program from the WASBO website at www.wasbo.com and clicking on "Resources." This program was sponsored by Energy Efficient Solutions, LLC



LR Bob Borch, Assistant Superintendent for Finance and Operations - Elmbrook School District, Kathy Cooke, District Administrator - Hamilton/Sussex School District, and John Gahan, Director of Business Services - Pewaukee School District.



GASB Requirements

Roger Dickson and Nick Alioto of Public Business Consulting Group, LLC, present a very comprehensive overview of what you need to know to be in compliance with GASB requirements. You can access this Business Briefs presentation at www.wasbo.com and clicking on "Resources."



WASBO Facilities Management Conference February 22-23, 2005

This year's conference set a new record for attendance with one hundred and thirty two registrations. Exhibitor spaces were maxed out and all those who wished to exhibit could not be accommodated. The participants gave high marks to the program which was planned by the School Facilities Committee. This conference has grown steadily since it was initiated seven years ago. The WASBO Facility Manager Certification Program has peaked both interest and attendance.



The conference was paired with the Wisconsin School Safety Coordinators Association conference, due to the fact that so many facility managers also carry the title of school safety coordinator in their school districts. The conference was pared to one and one half days, which after a common luncheon, blended into the similarly structured WSSCA conference. This change saved those who attended both conferences a full day. It will be offered in the same format next year.

We thank Siemens and Stalker Flooring for sponsoring a social at the conference.



Sue Bertrand of PMA discusses the Purchasing Card partnership with Dr. Ron Everett, Executive Director of Illinois ASBO

We thank Stifel Nicolaus, Chartwells, Inc., Key Benefit Concepts, LLC, National Insurance Services, Inc., WISC/PMA Financial Network, Inc. and Robert W. Baird & Co., Inc. for their support of the Accounting Seminar.

WASBO Transportation & Bus Safety Workshop March 7, 2005

About 40 transportation supervisors and other business officials were on hand at the Ho-Chunk Conference Center to learn more about new legislation, contracting for transportation services and related topics. The participants were appreciative of the handouts which they could adapt for their own operations. Driver education and training, special education requirements and procedural manuals drew a lot of interest. Perhaps the most engaging discussions took place in groups where a number of issues and questions were put out for discussion. The sharing of information and networking are always a major ingredient of any WASBO seminar. WASBO gives a special thank you to Mike Kutchin and Wisconsin Bus Sales & Service, Inc. for their sponsorship of the breakfast, breaks and lunch.



Sun Prairie's Bob Avery demonstrates a little slight of hand as he advises his colleagues about getting the right language into their transportation RFP's and contracts.



Gene Fornacker of the DPI spoke to some of the 250 people who attended the 2005 Accounting Seminar.

WASBO Accounting Seminar March 16-17, 2005

A record 250 were in attendance at the Accounting Seminar held in Wisconsin Dells in March. The record attendance speaks well of the timeliness of topics and the good planning done by Ken Mischler and Roger Dickson, and their Accounting Committee. There was something of value for every participant, regardless of job title or level of experience. In such a fast changing work environment, it is more necessary than ever that those involved in school business administration remain on top of things, and that is exactly what this seminar was all about.

WASBO endeavors to bring timely information and the sharing of best practices to its members with the shortest amount of lag time. Recognizing the time and travel constraints that exist, it remains a challenge. Without the good work done by so many of WASBO's committee, it would not be possible to do so. Watch for future announcements of professional development opportunities and join your colleagues in networking and learning. Perhaps Paul Reichert, Business Manager at Kewaskum, summed it up for most of his colleagues when he said, "I've been around a long time, but I always learn something when I attend a WASBO seminar."

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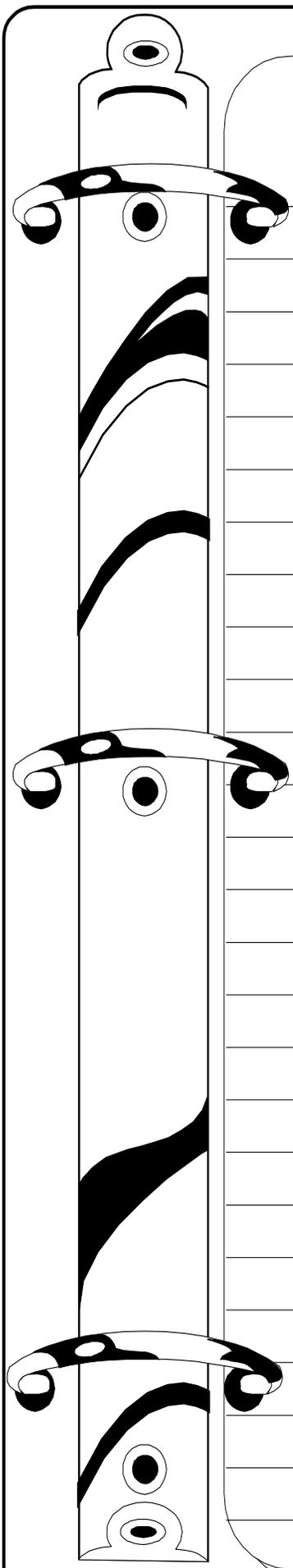
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The Wisconsin School Finance Academy

If you have even one of the primary responsibilities for managing the school finances in your school district, you may want to take advantage of this opportunity to participate in a quality learning and networking experience. This "first of its kind" academy is being offered by the Wisconsin Association of School Business Officials and the Wisconsin Association of School District Administrators, in cooperation with the School Finance Team of the Department of Public Instruction. The academy is made possible in major part by a grant from the Wisconsin Institute for School Executives. *It will be held at the Plaza Hotel in Wausau on August 8, 9, and 10.*

Regardless of your title, if your job requires that you know about school district financial matters, this academy was designed with you in mind. Superintendents or business office personnel, this academy will add to your knowledge base and will provide you with an important number of contacts should you need future consultation or assistance.

While the academy will be open to all, preference will be given to those from smaller school districts that are not served by an experienced school business administrator and those new to school finance responsibilities. District teams are encouraged to attend. The WISE grant has enabled the sponsors to bring you some of the most expert people in Wisconsin school finance who will be pleased to spend extra time with you on a personal basis.

By subsidizing your attendance through the grant, we are hopeful that your Board of Education will support you in your efforts to maintain a high level of efficiency and accountability in the management of your financial resources. The format will include keynote topics, several sectionals from which you can choose, and discussion groups arranged around topics of interest. The academy will commence at noon, Monday, the 8th of August and end at noon on the following Wednesday. Watch for an announcement in the near future and be ready to register on line. We promise you an excellent faculty and a focused program of offerings selected with you in mind.

BOOK REVIEW

The Seven Habits of Highly Effective People

By Orvin R. Clark, EdD, RSBA
University of Wisconsin-Superior

The Seven Habits of Highly Effective People written by Stephen R. Covey presents a holistic, integrated, principle-centered approach for solving personal and professional problems. Dr. Stephen R. Covey is an internationally respected leadership authority, teacher, organizational consultant, and Co-Chairman of the Franklin Covey Company. Dr. Covey is the author of several acclaimed books including in addition to *The Seven Habits of Highly Effective People*, *Principle-Centered Leadership* and *First Things First*.

The Seven Habits of Highly Effective People is 319 pages in length and requires study due to the detailed explanations of the paradigms and principles presented. Dr. Covey identifies a step-by-step pathway to living with fairness, integrity, humility, fidelity, temperance, justice, honesty and human dignity-principles that govern human effectiveness. He begins with the Inside-Out Paradigm which means to start with self first; start with inside your self-your paradigms, character and motives. These character ethics are the foundation of success. The Seven Habits are:

1. **Be Proactive** (Principles of Personal Vision)
2. **Begin with the End in Mind** (Principles of Personal Leadership)
3. **Put First Things First** (Principles of Personal Management)
4. **Think Win/Win** (Principles of Interpersonal Leadership)
5. **Seek First to Understand and then to be Understood** (Principles of Empathic Communications)
6. **Synergize** (Principles of Creative Cooperation)
7. **Sharpen Your Saw** (Principles of Balanced Self-Renewal)

Dr. Covey states that “The Seven Habits are not a set of separate or piecemeal psych-up formulas. In harmony with the natural laws of growth, they provide an incremental, sequential, highly integrated approach to the development of personal and interpersonal effectiveness. They move us

progressively on a Maturity Continuum from dependence to independence to interdependence.” One starts with Habit 1 (**Be Proactive**) and moves progressively to Habit 2 (**Begin with the End in Mind**) and then Habit 3 (**Put First Things First**). The first three habits are self oriented for private victory moving from dependence to independence which leads to Habit 4 (**Think Win/Win**), Habit 5 (**Seek First to Understand and Then to be Understood**) & Habit 6 (**Synergize**) which are paradigms of interdependence for public victory. Habit 7 (**Sharpen the Saw**) is for reflection and self renewal. *The Seven Habits of Highly Effective People* provides a means of ethical reflection of the difference between immoral, amoral and moral leadership. Moral leaders possess a number of core values or important qualities; perhaps these qualities could be referred to as ‘habits’. *The Seven Habits of Highly Effective People* is highly recommended reading for those who are serious about personal and leadership development.



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Keith Lucius
WASBO Director

Director's Corner Data Everywhere, But What Does It Mean?

We are in a data driven society. Public perception of school finance issues will be influenced by the data and information that they are given. In the book *How to Lie with Statistics*, author Darrell Huff writes, "There is terror in numbers." when discussing how, "in a fact-minded culture," data can be used to "inflate, confuse, or oversimplify."

The Internet has provided a significant increase in the accessibility and amount of school district data available to the general public. Anyone can go online and with a few clicks of a mouse can find information about your school district. They are able to make comparisons with other school districts. The DPI data warehouse has made it very easy to compare school districts with minimal effort. In the near future, with the implementation of online report submission, the DPI will be able to get financial information on the web faster than ever before. In addition, on March 29, Standard and Poor's rolled out a nationwide website that will provide data and comparisons for school districts nationwide.

In addition to comparing school districts online, anybody can go to the web to find information relating to state funding of public schools and property taxes. This topic is sure to be one of the biggest political issues of 2005. At the state level, there are proposals to freeze or further limit school district's property tax levies and TABOR is on the horizon. Data will be an important tool in the political battleground.

What can happen if school district data is not correctly analyzed? Incorrect data can sway public opinion and change the outcome of upcoming legislation and elections. The public deserves accurate information presented in an unbiased format. The Democratic process relies on educated and informed citizens setting the priorities for government.

As you know, school finance and the state funding formulas are very complicated. I have seen several instances where a legislator or reporter has, with

good intentions, prepared comparative data that was inaccurate. Some of the errors that I have seen include:

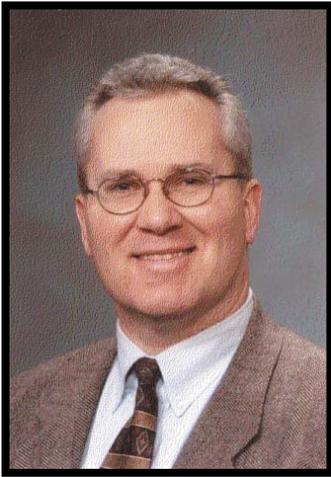
- Not adjusting total expenditures for inter-fund transfers,
- Comparing cost per pupil of K-12 districts with high school districts and K-8 districts, and
- Using student membership instead of head count without adjusting for expenditures or revenues related to tuition/open enrollment students.

It is not realistic to expect elected officials or reporters to understand the complexities of school finance and fund accounting. But what can a school business official do? First, build a relationship with reporters and elected officials by regularly talking to them about current school finance issues. Ask them to share information with you before it is released or printed. When they do share information with you, work with them to explain why you think a comparison is not accurate and offer to show them a more accurate way to prepare the data. It is important to focus on presenting the data accurately, not arguing over what they are trying to accomplish.

Second, volunteer to help the WASBO accounting committee review the comparative cost formulas. The comparative cost formulas were designed several years ago to provide accurate and fair comparison between districts. The WASBO accounting committee has taken on the task of updating the formulas since the DPI is now collecting more detailed enrollment information involving students attending the Wisconsin Challenge Academy, open enrollment, and other tuition-based programs. The accounting committee needs input and assistance from districts around the state to ensure that all programs are handled properly in the formulas.

Finally, familiarize yourself with the websites and the data. Visit the Standard & Poor's website before you have to answer questions about it. Spend some time searching in the DPI's data warehouse and run the

Continued on page 12



John Forester
SAA Director of
Government Relations

Legislative Update

The Theme at JFC Public Hearings: Schools, Schools, Schools

The SAA was extremely well-represented at the recently-concluded series of five Joint Finance Committee (JFC) public hearings on Governor Doyle's 2005-07 state budget proposal (AB 100). At least 28 SAA members testified in support of the SAA positions on the

Governor's K-12 budget proposals, highlighting the cumulative impact on their districts of 12 years of revenue caps, and clearly illustrating the harm that any additional caps or funding cuts would do to Wisconsin public education.

Watertown – March 9th

SAA representation included the following district administrators; Doug Keiser, Watertown; Ron Bieri, Mayville; Lloyd McCabe, Waupun; Ken Bates, Columbus; and Dave Schmidt, Waukesha. Brian Busler (Beaver Dam) and Sarah Jerome (Kettle Moraine) had to leave before having an opportunity to testify. Todd Gray, Assistant Superintendent for Business for the Appleton Area School District, also presented testimony.

Cleveland – March 11th

SAA representation included the following district administrators: Clark Reinke, Plymouth; Lee Riter, Sheboygan Falls; Greg Maass, Fond du Lac; Joe Sheehan, Sheboygan; and Joe Gassert, Random Lake. Ron Heilmann (Oshkosh) had to leave before having the opportunity to testify. Alan Wagner, Assistant Superintendent for Business for the Green Bay School District, also presented testimony.

Menomonie – March 14th

SAA representation included the following district administrators; Jesse Harness, Menomonee Area; Dennis Rettke, Boyceville; and Al Brown, Chetek. Jill Koenitzer, Elementary Principal in Chetek, and Chad Trowbridge, Business Manager for Chippewa Falls School District, also presented testimony.

Merrill – March 15th

SAA representation included the following district administrators: Sally Sarnstrom, Merrill Area; Gus Knitt, Marion; Kathy Martinsen, Rosholt; Mike Alexander, Port Edwards; and Jerry Trochinski, Phillips.

Madison – March 17th

SAA representation included the following district administrators: Jon Bales, DeForest; Mike Shimshak, Lodi; Lowell Holtz, Palmyra-Eagle; Mark McGuire, Rio; and Bill Andrekopoulus, Milwaukee. Lance Alwin, Machell Schwarz (High School Principal) and Bob Meicher (Middle School Principal) from the Baraboo School District had to leave before having an opportunity to testify.

The SAA extends a big "thank you" to the members that took time out of their very busy schedules to stand up for public education at these important JFC budget hearings. The quality and clarity of our message in support of Wisconsin school children was outstanding.

I know that some SAA members have openly questioned the importance of testifying at these hearings. Clearly, we were the most organized of all the various interests at these hearings. The Associated Press article reprinted below illustrates the importance of these SAA efforts.

GOP to Look for Funding for Schools

(The Associated Press, 03/18/05)

The chairmen of the Legislature's finance committee said Thursday they will try to find state money to pay two-thirds of public school costs as they revise the governor's two-year budget bill.

State Rep. Dean Kaufert, R-Neenah, and state Sen. Scott Fitzgerald, R-Juneau, offered a vague blueprint of budget priorities for the Joint Finance Committee after sitting through about 40 hours of public testimony over the last week on Democratic Gov. Jim Doyle's budget.

Continued on page 12



The common themes: Schools, schools, schools.

“There’s a lot of bleeding school districts out there,” Kaufert said.

The state committed to funding two-thirds of K-12 education costs almost a decade ago, but the last state budget fell short of that as lawmakers and the governor struggled to solve a \$3.2 billion deficit.

This time around, the state must come as close to possible to funding two-thirds if there’s to be any hope of passing a property tax control plan in the budget, Kaufert and Fitzgerald said. The more money lawmakers give schools, the more they negate the schools’ need to raise revenue through local property taxes.

Doyle and Republicans have been fighting over how to hold down property taxes for months. If lawmakers do nothing, property taxes on the average home are expected to go up \$127 next year and \$123 the year after that.

Doyle, a Democrat, included a plan in his budget that would cut the average homeowner’s property taxes by \$2 over the next two years. He would achieve that by limiting local governments’ spending and pumping an additional \$700 million into schools. That new money would re-establish the two-thirds commitment in the second year of the budget.

The Republican-controlled Legislature tried to trump the governor by passing a bill that would cut that same homeowner’s property taxes by \$11 over the same period. The GOP gets there by limiting local spending and freezing the school portion of the property tax levy at 2004 levels.

Doyle vetoed the plan because it included no specifics on how much new money — if any — would go to K-12 education.

standard reports for your district. This will help you to be prepared when your district’s data is talked about publicly.

While I believe that this increase in data availability is a positive thing, as school business officials we must not lose sight of the fact that data is worthless if the user doesn’t understand the whole picture. We need to take an active role in communicating the data in a clear and concise way so that the media, local elected officials, and taxpayers can understand what the information really means.

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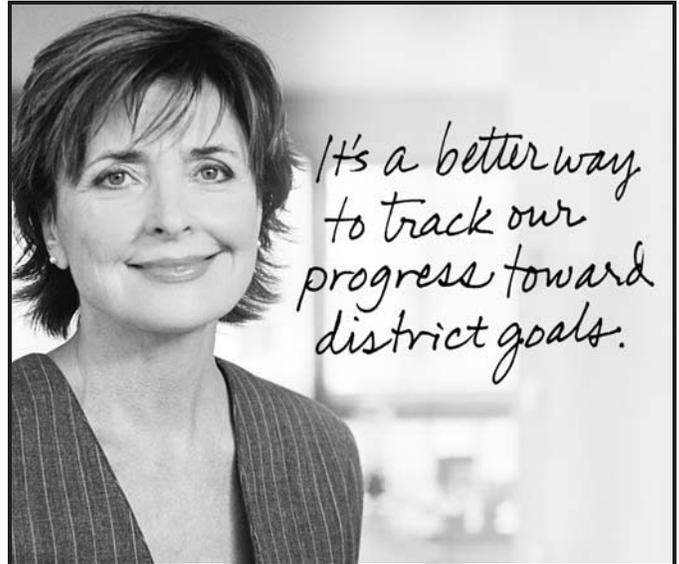
Are You Listening?

1. Good if you said yes. It is becoming a lost art.
2. It is no coincidence that the people you like and respect most are people who respect your intelligence by listening to what you have to say.
3. Those who cut you off mid sentence or multitask while you are speaking are sending a strong message and it isn't a positive one.
4. Some even think that they are so psychic that they cut you off mid sentence and complete a thought you didn't have.
5. Want to be thought of as wise and caring?
6. Talk less and listen more. There is a good feeling when you know you have been listened to and understood, even if the other person doesn't agree with what you said.



Igniting Creative Energy Challenge

WASBO Executive Director, Don Mrdjnovich joined with his fellow judges and the staff at Johnson Controls who participated in judging k-12 student ideas for conserving energy and cleaning the environment. In Wisconsin, a total of four prizes will be awarded to three students, one each from the elementary, middle and high school grades, whose work best exemplifies the Challenge criteria. Winners will receive their choice of a \$1,500 savings bond or a laptop computer. National competition winners will receive a hosted trip to Hawaii. National winners will also participate in the National Energy Efficiency Forum in Washington D.C. where they will share their Challenge ideas with the government energy leaders.



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WASBO Custodial and Maintenance Summer Workshop
June 15, 2005
Lodi and South Milwaukee

In Memory of Dana Hafeman

Dana Noreen (Meyer) Hafeman, age 70, wife of former WASBO Executive Director Don Hafeman, passed away Friday, April 1, 2005, at the Don and Marilyn Anderson HospiceCare Center after a three year fight against lung and pancreatic cancer. At no time during her life was this great lady's feisty character and will to live more apparent than during the final weeks of her courageous struggle. Dana's great zest for life and flashing eyes followed by an opinion were treasured by family as her trademark. Dana was born in Greendale, the daughter of Delbert and Anne (Fellinger) Meyer. Dana graduated from West Milwaukee High School in 1953, where she and Don met and became high school sweethearts. Dana and Don were married in 1954 and moved to Madison in 1956, where they raised their family. The center of Dana's life was family and she created a loving and supportive environment in which they all thrived. During happy times her smile and laughter led the way and in difficult times she never failed to provide a hug and a soft, "I love you" to those who needed it. Grandchildren, Kaitlyn and



Nathan became the focus of Dana's later life and she showered them with the same love and attention she gave her husband and sons. She is survived by her husband of 50 years, Donald; three sons, Douglas (Kathy), Dale (Amy) and David (Tina); and a sister, Beverly (Warren) from Brunswick, Ga. Dana is also survived by nieces, nephews and friends including those in Tucson, Ariz., where Don and Dana spent the winter months during the last seven years. A celebration of life will take place this summer in remembrance of Dana and her mother, Ann, who passed away on Wednesday, March 2, 2005. The family requests, in lieu of flowers, memorials be made to the Don and Marilyn Anderson HospiceCare Center, 5395 E. Cheryl Parkway, Madison, WI 53711, and the American Cancer Society, in Dana's name.



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WASBO Foundation 58th Annual Spring Conference & Exhibits - Western Style Madison Marriott West - Middleton ~ Schedule at a Glance

Tuesday, May 17

- Registration 6:00-9:00
- President's - Past Presidents' Dinner 6:00-8:00
- **PMA Financial Network, Inc. Opening Mixer Honoring WASBO Retirees** 8:00-10:00

Wednesday, May 18

- Golf Registration (Pleasant View & Tumbledown Trails Golf Courses) 8:30- 10:00
- Golf Shotgun Start 10:00
- Conference Registration 3:00-6:00
- **Gateway Internet Café** 3:00-7:00
- **Robert W. Baird Reception** 5:00-7:00

Thursday, May 19

- Conference Registration 7:00-5:00
- **Gateway Internet Café** 7:00-5:00
- **Conference Welcome** (Includes Better Than Continental Breakfast) 7:45-8:45
- **Asbestos - Part 1** - David Schmidt, WI Dept. of Public Health & Family Services, Patrick Acker, Acker & Associates & Bill Freeman, EMC, Inc. (Facilities Certification Session) 7:45-8:45
- **General Session Grand Illusions** with Keynote Billy Riggs 9:00-10:00
- **Exhibits** 10:00-12:00
- WASBO Strategic Plan, Scholarship Presentations & Lunch 12:00-1:00
- Breakout Sessions

Session I 1:15-2:05

- **Total Cost of Ownership and Data Collection**
Rick Kaestner, K-12 TCO Consultant
- **DPI Current Issues** - TBD
- **Measuring Performance of Your Transportation Operation**
Tim Ammon, Management Partnership Services
- **Short Term Borrowing and Investing**
Brian Brewer, Stifel Nicolaus
- **How to Manage Retirement Finances - Preventing Your Upkeep From Becoming Your Downfall**
Peter Cavi, Merrill Lynch
- **How to Start an Epidemic Without Becoming a Plague**
Billy Riggs
- **Asbestos - Part 2** - Same presenters from Part 1 (Facilities Certification Session 1:15-2:30 p.m.)

Session II 2:15-3:05

- **Doing Business With School Districts** - Service Affiliate Session - *Jeff Carew, PMA Financial Network, Inc.*
- **State of the State's Rating**
Peter Block, Standard & Poor's
- **A Wellness Program that Works**
Erin Gauthier-Green, Greendale School District
- **E-Rate** - *Robert Bocher, DPI*
- **Retirement is More than a Gold Watch - Get Mentally Prepared for the Main Event** - *Peter Cavi, Merrill Lynch*
- **How to Start an Epidemic Without Becoming a Plague**
Billy Riggs

Session III 3:15-4:05

- **Developing a Wellness Policy**
Linda Kruger, DPI Nutrition Services
- **School District Rating Trends**
Peter Block, Standard & Poor's

- **Making Safety Training Fun**
Jodi Traas, Principal Insurance Managers, Inc. (Facilities Certification Session 2:50-4:05 p.m.)
- **Indoor Air Quality in Schools**
Dan Moberly, ASBO International
- **Managing a Portfolio During the Growth Years**
Peter Cavi, Merrill Lynch
- **HIPPA Privacy and Security - Law Changes**
Linda Mont, Key Benefit Concepts, LLC
- **Comprehensive Planning**
Charlie Kramer, Eau Claire School District (Facilities Certification Session 2:50-4:05 p.m.)
- **Siemens Walk for Kids** 5:00-5:30
- **Johnson Controls Roundup at Capital Brewery** 5:30-7:30
- **Stifel Nicolaus Silent Auction & Dance** 8:00-11:00

Friday, May 20

- Board of Directors Meeting 7:00-8:15
- Mentorship Breakfast & Committee Meetings 7:00-8:15
- **Gateway Internet Café** 7:30-12:00
- Conference Registration 7:30-12:00
- **Legislative Update** (Governor Invited) 8:30-9:30
- **District Energy Committees**
Al Behnke, Green Bay Area School District
Doug Pearson, Madison Metropolitan School District
Nate Nygaard, WI Focus on Energy (Facilities Certification Session) 8:30-9:30
- Breakout Sessions

Session I 9:45-10:35

- **Making the Most of Procurement Cards** - *Dick Peterson*
- **Health Care Alphabet Soup**
Linda Mont, Key Benefit Concepts, LLC
- **Ethics - What is a Conflict of Interest**
Gib Berthelsen, von Briesen & Roper, S.C.
Bill Zeininger, Waupun School District
- **Electronic Document Management**
Dan Saugstad, Camera Corner Connecting Point
- **Internet-Based OSHA Training**
Lisa Tyler, Global Compliance Network
- **Safe Schools - Emergency Planning**
Paul Buchholz, Beaver Dam Unified School District
Jim Beckmann, Glendale River Hills School District (Facilities Certification Session)

Session II 10:45-11:35

- **IRS Rules** - *Ruth Ann Watts, IRS Governmental Unit*
- **EXCEL Applications, Tricks and Shortcuts**
Keith Lucius, Ashwaubenon School District
- **Implementing a Public Access Defibrillation Program: Best Practices for Policy, Training and Maintenance Programs**
Joe Bellomo, Parkview School District & Aimee Gironimi, Children's Hospital of Wisconsin-Project Adam
- **A Professional Check Up with ASBO ASBO Registration Programs (RSBA, RSBO & RSBS)**
Orv Clark, UW Superior
- **A Solution to Your Facility Scheduling Challenges**
Lee Prebost, SchoolDude.com
- **Getting Your Point Across and Having it Matter**
John Forester, SAA
- **School Construction Methods and Hiring Contractors**
Dave Mitchell, Siemens Building Technologies, Inc.
Ray Norsted, Kraus Anderson Construction
John Foster, CG Schmidt (Facilities Certification Session)

- Business Meeting, Award Presentations & Lunch 11:45-1:00

2005 WASBO Foundation Spring Conference & Exhibits Conference & Golf Outing Registration Form



Please copy this form and use a separate form for each registrant.

REGISTRANT/DATA

First	M.I.	Last	Nickname for Badge	
Title		District or Employer		
Address		City	State	Zip
Phone		Fax	Email Address	

SPOUSE/GUEST DATA

First	M.I.	Last	Nickname for Badge	
Address		City	State	Zip

CONFERENCE REGISTRATION

(Fee includes continental breakfast, lunch & breaks on Thursday & Friday)

Active Member	\$185=	_____
*Service Affiliate	\$185=	_____
Non-Member	\$210=	_____
Guest/Spouse	\$40 =	_____
Retiree (Retired Past Presidents Complimentary)	\$40 =	_____

FACILITY MANAGER CERTIFICATION PROGRAM

I would like to enroll in Facility Manager Certification Program \$50= _____

GOLF OUTING REGISTRATION

(Fee includes golf, cart, beverages, lunch on the course & prizes)

Course Preference: _____ Pleasant View _____ Tumbledown Trails _____ No Preference

Partner Preference (each team must include at least 2 Service Affiliate Members)

1. _____ 4. _____
 2. _____ 5. _____
 3. _____ @ \$55 _____

JOHNSON CONTROLS ROUNDUP AT CAPITAL BREWERY

Enjoy a Western Dinner and Entertainment @ \$20= _____

SIEMENS WALK FOR KIDS

(Includes T-Shirt) Circle Size Med Large XL XXL @ \$15 = _____

I WOULD LIKE TO VOLUNTEER

_____ At the Golf Outing _____ Pleasant View _____ Tumbledown Trails
 _____ No Preference
 _____ At the Walk for Charity
 _____ During the Conference - please contact me with volunteer options

WASBO FOUNDATION SCHOLARSHIP FUND DONATION

\$ _____

ASBO ELECTION FUND DONATION

\$ _____

PAYMENT

GRAND TOTAL

\$ _____

_____ Payment is enclosed Check # _____
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 Card Number _____ Exp. Date _____
 Name on Card _____ Signature _____
 Billing Address on Card _____

RETURN REGISTRATION FORM TO:

WASBO FOUNDATION
 Spring Conference
 4797 Hayes Road, Suite 101
 Madison, WI 53704
 Phone (608) 249-8588
 Fax (608) 249-3163

REGISTRATION DEADLINE

Friday, April 29, 2005

CANCELLATION POLICY

Full refund of fees will be made on cancellations received prior to Friday, May 6, 2005. A 50% refund will be made on cancellations received May 7-15, 2005. There will be no refunds for cancellations received after May 15, 2005.

* SERVICE AFFILIATE MEMBERS

Service Affiliate Members who are registered to exhibit do not need to submit this form unless registering for Golf, Roundup at the Capital Brewery or the Walk for Charity. Each exhibit booth registration includes 2 conference registrations. If you have any questions about whether or not you are registered for the conference, please contact the WASBO office.

WILL YOU BE ATTENDING?

For planning purposes, please indicate the number of people attending each of these events.

Tuesday, May 17
 _____ PMA Opening Mixer
 Wednesday, May 18
 _____ Baird Reception
 Thursday, May 19
 _____ Breakfast
 _____ Lunch
 _____ Johnson Controls Roundup
 (Ticket Required)
 _____ Stifel Nicolaus Auction & Dance
 Friday, May 20
 _____ Breakfast
 _____ Lunch

Please check here if you have a disability that requires special provisions or service.

_____ I plan to participate in the college credit option through Viterbo University. Additional paperwork will be required at the conference. Payment for college credit will be made directly to Viterbo at the Conference. Cost \$160

Employment Opportunities



Please go to www.wasbo.com for complete information about the listings. The position, district and closing dates are provided here.

Project Engineer - Kenosha Unified School District (May 2)

Building & Grounds Supervisor - Deerfield Community School District (April 22)

Director of Personnel & Pupil Services - Whitefish Bay School District (April 15)

Bookkeeper/Accounting - Frederic School District (April 8)

Business Services Manager - Sun Prairie Area School District (April 15)

Business Manager - Spooner Area School District (April 15)



WASBO candidate for ASBO International Board of Directors, Erin Gauthier-Green is welcomed by Amador Garza of Texas ASBO. Erin was the guest of TASBO at their recent conference held in San Antonio.

Around the Regionals



A good MASBO Turnout.

The major topic on the agenda of the Madison Area School Business Officials was a panel discussion on how to prepare materials, get them out to the public and strategies that worked to get a school referendum passed. Jeff Avery of Monona Grove reviewed their efforts to gain consensus from two rather distinct communities on where to build and to how best accommodate and house its growing student body. While it was an uphill battle and a failed effort, much was learned and shared. Both Mc Farland and Sun Prairie were successful in their efforts. Collectively, numerous good suggestions and practical approaches were shared with their colleagues.



LR Jeff Avery - Monona Grove, Scott Brown - Mc Farland and Phil Frei - Sun Prairie.

Southeast Regional

The Southeast Regional recently met in New Berlin to hear a program presented by Gallagher Benefit Services, Inc. The topic featured was Employee Benefit Cooperatives. David Carrell and Imri Brown presented information on how to form a cooperative. As examples, they cited existing cooperatives in Illinois that their company had facilitated and now administer. They indicated that Wisconsin law is very similar to Illinois and the formation of cooperatives is a possibility for interested districts. The process of bringing everyone interested on board would take at least a year. The districts that Gallagher is serving in Illinois are now experiencing increased control and savings. Any other regionals interested in a presentation can contact David Carrell at (630) 285-3847. You can also visit the Gallagher booth at the Spring Conference



"If you want a place in the sun, you must leave the shade of the family tree."

Native American Proverb



"For fast acting relief, try slowing down."

Lily Tomlin

"The Future
is not where you're going,
it's what you're creating"

- Bill Stuart

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Wisconsin ASBO is Going to Bean Town!



ASBO is promoting “Extreme Networking” (a.k.a. rooming together) to effectively cut the price of the room in half.

If you are planning to attend the ASBO International Annual Meeting October 21-24, 2005 in Boston, it is time to start making arrangements. Wisconsin ASBO has secured a block of rooms at the Boston Marriott Copley Place which will be released May 1st. Room blocks will be opened to the general ASBO membership April 1st so it is best to make your reservation early.

To Reserve your Room – If you would like to stay within the WASBO Room Block contact Tina at hafeman@wasbo.com with the following information:

- Name(s) of those staying in the room
- Arrival & departure dates
- Any room requests – double queen or king, smoking or non-smoking

Rates - The rates are \$239 s/d plus 12.45% tax = \$268.75 per night. The other conference hotel is about the same for rates. There are less expensive options but they are a considerable distance from the convention center and would require a cab ride or public transportation. If you stay in the ASBO room block ASBO is offering the BostonUSA card entitling you to discounts and savings around Boston on food, entertainment, museums and tours! For a complete listing of participating venues and discount offers you can go to www.bostonusa.com/visitor/resdet.php?cat=Discounts&cat_seqnum=27&type=event&seqnum=11784. You will also be entered in a drawing for a complimentary 2006 ASBO International registration.

Wisconsin Group Tour – We would like to know if there is interest in a tour of the Boston area on Thursday, October 20, 2006. If there is enough interest we will proceed in making these arrangements. We will also seek a room block at another hotel for a less expensive rate. The Gray Line Tour is approximately 7 hours long and is approximately \$45. If interested please email hafeman@wasbo.com by April 15th.

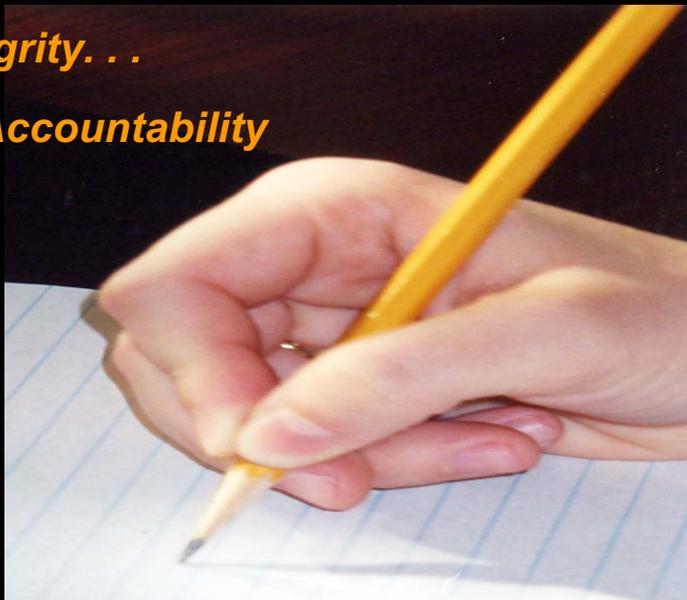
Tour Description – We’ve combined the best of old and new Boston with a journey into the historic

Continued on page 21

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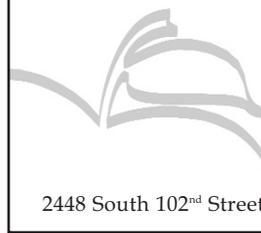
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Wisconsin ASBO is Going to Bean Town!

Continued from page 20

countryside towns of Cambridge, Lexington & Concord. Highlighted on the tour are Harvard Yard, the Battle Trail, old North Bridge, Lexington Green, Quincy Marketplace, Beantown Trolley and Harbor Cruise, USS Constitution and a free cup of chowder!

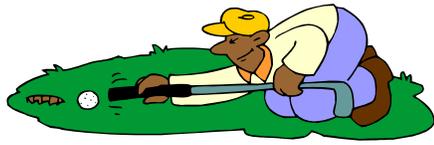
Wisconsin Candidate – Erin Gauthier-Green of the Greendale School District is running for a director seat on the ASBO International Board of Directors. Elections will again be online during the convention allowing all ASBO members to vote. We will not be holding a candidates' reception this year since voting will be almost completed by the time the reception would be held. Wisconsin will instead host a hospitality suite for our Wisconsin attendees to gather. We will seek sponsors for the hospitality suite. In the meantime you can support Erin by encouraging your ASBO colleagues to vote as soon as voting opens.

Viterbo University Graduate Credit Option – If there is interest in earning graduate credit for attending the ASBO Annual Meeting & Exhibits please let Tina know. There is considerable work involved in seeking approval for the convention, which we would be happy to do if there is interest. The cost for one credit is \$160.

We hope to see you in Boston to support Erin, network

with colleagues from the US and Canada and attend the many professional development opportunities that are available at the ASBO International Annual Meeting & Exhibits.

Short Shots



WASBO in ASBO Wisconsin's membership in ASBO International grew by 5.7% this year, from 212 to 224. Let's be sure all of those votes are cast for Erin Gauthier-Green, WASBO's candidate for the ASBO Board of Directors.

401 (3) B's Clarification We have been told that the presentation made on Business Briefs may have been misinterpreted by some viewers. While the annuities must be offered to all qualified individuals, the amount contributed by the employer to each classification need not be uniform. Sorry for any confusion.

Home Schooling The number of students on home schooling is on the rise. According to the National Center for Educational Statistics, the increase from 1999 to the present is 29%. Reasons most often cited are parental concerns about the environment of regular schools and the flexibility to teach religious and moral values at home. It would appear that the virtual school movement has made it much easier to home school as well.

Facilities Note School administrators and facility managers are encouraged by the Safety and Buildings Division of the Wisconsin Department of Commerce to subscribe to the agency's electronic distribution list to receive timely safety and building code information. The information is distributed by email. To subscribe, visit commerce.wi.gov/SB/SB-DivEmailSignup.html.

Where Are They? Bob Avery – from Sun Prairie to Wisconsin Heights, Mark Powell – Warren Township, IL to Greenfield, Mary Ellen Van Valin - Stevens Point to Monona Grove and John Will - Wisconsin Indian Technical College.

Business Briefs Watch for the announcements of upcoming programs. Those scheduled to date are: Student Count and Revenue Cap Calculation, School Finance 101, Document Management, and School Safety. Materials used in these webcasts can be downloaded from www.wasbo.com.

Dates to Remember Spring Conference & Exhibits – May 17-20 at Middleton, Custodial & Maintenance Summer Conference – June 15 at Lodi and South Milwaukee, Educational Support Professionals'

Welcome New Members



- **John C. Beil**, Director of Facilities, Belleville School District
- **Peter Cavi**, Senior Financial Advisor, Merrill Lynch
- **Dawn M. Cote**, Bookkeeper, Crandon School District
- **Dennis Draper**, Building & Grounds Supervisor, Wisconsin Dells School District
- **Vicki Fischer**, District Accountant, Oconto Falls Public School District
- **Joseph Francis**, Building and Grounds Director, Evansville Schools
- **Robert Franks**, Buildings & Grounds Director, Oconto Unified Schools
- **Peter Geissal**, Business Manager, Salem School District
- **Nancy Hendrickson**, Superintendent, Pecatonica Area Schools
- **Brian Hess**, Producer, T.I.C., Inc.
- **Howard Hoeft**, Supervisor of Buildings & Grounds, D.C. Everest
- **Ken Kietzke**, Supervisor of Building & Grounds, Verona Area School District
- **Jenny Oman**, Bookkeeper, Lake Country School District
- **Blaise Paul**, Student, UW Whitewater
- **Jerry Rowe**, Director of Buildings, Grounds & Transportation, Onalaska School District
- **Robert Simandl**, Esq., Attorney, Gardner Carton & Douglas LLP
- **Keith Waterson**, Building & Grounds Director, Tomorrow River School District (Amherst)
- **Douglas Zick**, Buildings & Grounds Director, Palmyra-Eagle Area Schools
- **Kathy Zwirgzdas**, Business Manager, Clinton Community Schools

Short Shots Continued

Workshops – August 2 at Madison and August 4 at Appleton, Wisconsin School Finance Academy – August 8-10 at Wausau, WASBO Fall Conference & Scholarship Golf Outing – Sept 28-30 at Elkhart Lake, ASBO International Annual Meeting & Exhibits – October 21-25 at Boston, Taking Care of Business Seminar – November 16 at Waukesha.

From Google to Your House If you go to Google and type in a phone number, using the hyphens, the name and address for that number will come up. You can then click on the Map Quest link and get a map to that address. You can also have your listing removed.

Bureaucratic Bloat Contrary to public opinion, the latest survey done by the Educational Research Service indicates school districts employ an average of one manager for every 15 employees while the ratio in the health industry is one to twelve and one to six in manufacturing.



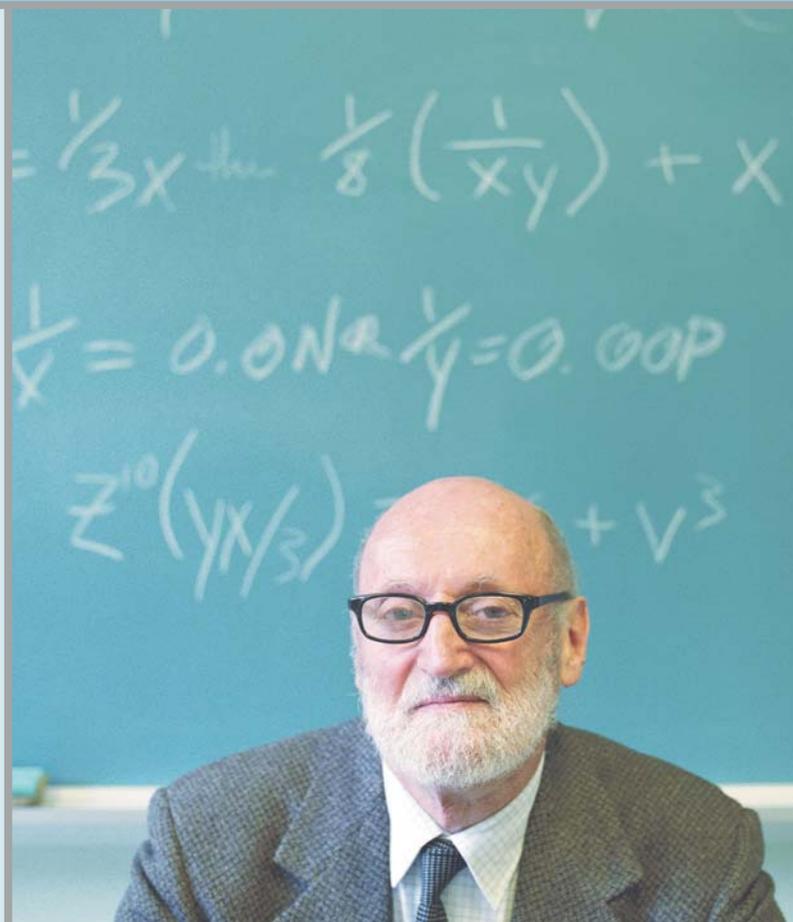
HIGHER LEARNING

TO HELP LOWER YOUR COST OF RISK.



Looking for better numbers on the bottom line? Improving a school district's financial picture by shopping for the lowest premium price is a failing strategy and a tough lesson a lot of insurance buyers have learned. Instead, reducing total cost of risk (money spent on employee accidents, time off the job due to

PRICE \neq COSTSM prolonged recovery, temporary hires and other factors) is the preferred course. For years, Wausau and the Wisconsin Association of School Boards have worked hard to develop effective ways to improve school safety programs and cut risk-related financial losses. Wausau also works closely with its school district policyholders to help them formulate and implement district specific Loss Prevention and Return-to-Work strategies and tools that deliver meaningful results to their operation costs. No other insurance carrier knows the needs of



Wisconsin schools better than Wausau. With our A(Excellent) A.M. Best rating and depth of experience, we can help lower your district's total cost of risk. To learn more about Wausau TotalValueTM and the WASB Insurance Plan, contact Mark Meeks, 715-847-8120.



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WASBO Calendar

Professional Development

May 18-20, 2005

WASBO Foundation 58th Annual Spring Conference & Exhibits
Marriott Madison West - Middleton

June 15, 2005

WASBO Custodial and Maintenance Summer Conference
Lodi and South Milwaukee

August 2, 2005 & August 4, 2005

Educational Support Professionals' Workshop (CESP, AWSA, WASBO)
Sheraton Hotel - Madison (Aug. 2)
Paper Valley Hotel - Appleton (Aug. 4)

August 8-10, 2005

School Finance Academy (WASBO-WASDA)
The Plaza Hotel - Wausau

September 28-30, 2005

WASBO Fall Conference & Scholarship Golf Outing
The Osthoff Resort & Quit Qui Oc Golf Course

October 21-25, 2005

ASBO International Annual Meeting & Exhibits
Boston, Massachusetts

November 16, 2005

WASBO Taking Care of Business Seminar
Country Springs Hotel - Waukesha

Regionals

Bay Area - Meetings start at 9:00 a.m.

April 8
June 17 Seymour (Jt. Meeting with NEASBO)

Northeastern/Fox Valley

April 8 Oshkosh
June 17 Seymour (Jt. Meeting with Bay Area)

Northwest - Meetings are usually held at Lehman's Supper Club in Rice Lake

April 13
June 8

Southeastern - Meetings are from 9:45-11:30 am with lunch following.

April 22 - Hamilton

West Central - Meets the first Thursday of every month except January and May. Meetings are held from 10 am - 1 pm at the Sparta Area School District Administration & Education Center, 201 E. Franklin St., Sparta

Wisconsin Valley - Coffee at 9:00, Meeting at 9:30.

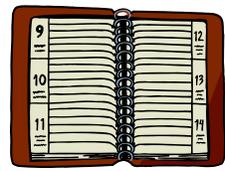
April 8 - Waupaca
August 19-Stevens Point

Madison - Meetings are held at the Middleton-Cross Plains District Office.

April 22

Business Briefs

Go to www.wasbo.com and click on "Resources" for the latest Business Briefs.



Board of Directors Meetings

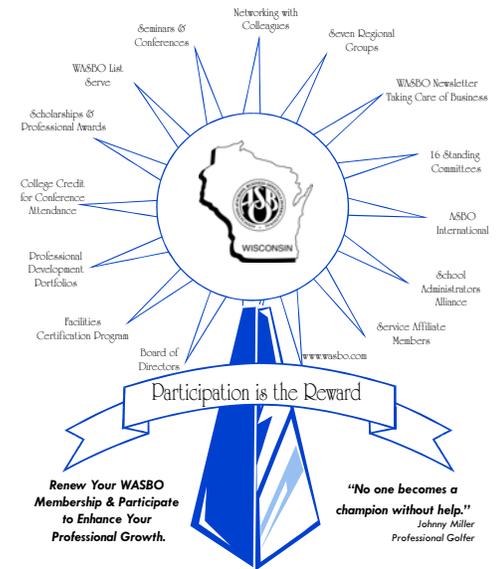
April 20 - Madison

May 20 - Middleton

June 10 - Madison

Business Meetings

May 20, 2005 - Middleton



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