



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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FUNDING WISCONSIN'S FUTURE SOME SUGGESTIONS TO THINK ABOUT



*By Jay Clark, RSBA
Director of Support Services
Holmen School District*

Wisconsin is portrayed, and perhaps correctly so, as a high tax burden state. This representation is usually on the basis of taxes as percentage of income and at other times as a per capita

figure. I, for one, am not ready to give up the quality services and standard of life that these "high taxes" help to support. Neither are most Wisconsinites. Sure many believe some spending cut backs could occur. We should continue to look for ways to get the most quality for the dollars we spend. No one is suggesting that government should stop seeking to provide a better value. But, the vast majority of state and local government services exist because there are a critical number of people who believe each service is important. It's always "the other person's services that should be cut, not mine."

Wisconsin's heritage is to provide a high quality of life through high quality services. Some businesses don't locate in Wisconsin because they don't place the same value on quality of life issues, as do most Wisconsin residents. Without that perception, those business enterprises cannot justify the public service expenses that accompany locating in Wisconsin and that is an acceptable rationale. Under the Constitution of the United States each state reserves certain rights that allow them to make independent decisions about

what is important to their citizens.

Against that backdrop, here are some of my thoughts on how we can help Wisconsin's move "Forward" in its effort to improve its financial position. We can begin by discarding a funding methodology that no longer fits while alternatively developing reforms that will help sustain the lifestyle and services we value.

1) We must stop basing the funding of education on an antiquated method of determining a person's ability to pay (property tax). This may have been appropriate in the early and mid 1900's when the amount of property a farmer or businessman had really did represent a person's wealth. Today, wealth takes many different forms. If you looked at the complete asset portfolios of Wisconsinites in the early to mid 1900's and compared them to the asset portfolios of today, my guess is that you would see extreme differences. Think of the differences in the following as a portion of the person's overall wealth, then and now: real estate, livestock, personal property (boats, ATV's, computers, printers, televisions, refrigerators, freezers, automobiles, stocks, certificates of deposit, vested retirement plans and tax sheltered annuities just to name a few assets. It becomes clear that as a measure of wealth real estate/property holdings no longer work.

2) Unlike other forms of taxation, the property tax bill comes at the worst time of the year. The government entity that most heavily relies upon property tax is K-12 education. This makes K-12 education an unjustified target when economic times are tough. In today's

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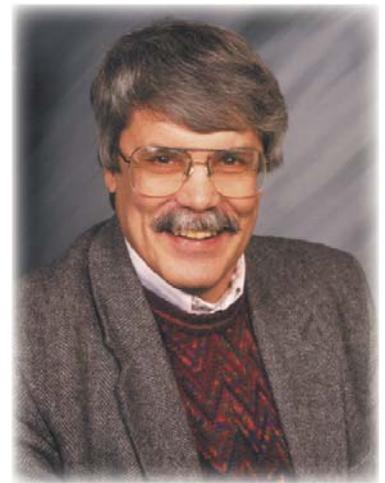
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Editor: Don Mrdjenovich



A Message from the President

Chapter Three in the Chronicles of the WASBOnians



Michael R. Garty
WASBO President

It was summer in the serfdom of Childrenian. Instead of the normal idyllic weather, a cold wind was blowing from the Warlord's camps. The residents of Childrenian were extremely worried and confronted the old sage. Dressed in conservative robes, he addressed the residents of Childrenian. He reminded the multitudes of how he taught many generations about the impact of elephants wrestling and the outcome of how grass and other living things were destroyed under their heavy weighted feet.

A worried expression descended on the sage's face as his long white beard blew in the cold wind. A hush grew over the crowd as he looked into the cold wind, turned back to the crowd, and announced that a new epic was developing. All ears strained to hear the old sage's words as he spoke about what was happening in the Warlord camps that would cause the old sage to talk about a new epic. The sage announced that the old story of the elephants wrestling had metamorphosed into a much more dangerous learning lesson. One of the Dpians asked, "What is this new lesson?" Others echoed the question.

The sage raised his hands to quiet the masses and said, "The elephants wrestling lesson has been replaced by a new lesson. The new lesson is that if elephants and donkeys wrestle, children get hurt."

The old sage went on to explain what was happening in the Warlord camps and why the chilling winds blew from these camps. The sage visibly sighed and in a low voice said, "The Elephant Warlords were fighting the Donkey Warlords from the other camp for ultimate control of the kingdom without regard to who they were stepping on nor of the impact of their fight on those living within their powerful grasps." The sage noted that the most painful impact was on the small children in the serfdom of Childrenian. Either Warlord camp would not listen to presented solutions from the likes of the Wasdans, Wasbans, Dpian, Weans and others. They did not care. Their only goal was to grind down and humiliate the other Warlord group, thereby establishing a mono-authoritarian rule which was contrary to the foundation of the kingdom.

One of the young Childrenian mothers asked the sage, "What can we do to protect our children?"

The old sage was taken in by the question. He searched and searched in his mind for an answer. Finally he spoke in an assertive voice. "We must not give up! We must continue to send ambassadors to the Warlord camps and show how their thoughtless behavior is impacting the future of the kingdom, and particularly the serfdom of Childrenian. Let them know that their petty actions are weakening all who live in the kingdom, lowering the prestige that previous Warlords and

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Don Mrdjenovich
WASBO Executive Director

Exec's Reflections Bearing the Overload

In the mid seventies, residential property contributed about half the amount of the total property taxes collected in Wisconsin. When manufacturing machinery and equipment was exempted, residential property picked up an additional 16% of the

load. More recently, agricultural land was taxed at a lower rate and commercial tax incremental finance districts recapture their own property taxes for the life of the TIF. The result is that we now have given 68% of the property tax burden to the residential home owner. Even more recently, the cost of borrowing money for home construction hit record lows resulting in a housing boom. Have you noticed the size of many of those homes and condominiums? The less the cost to finance them, the more dollars to put into size and luxury appointments, both of which are reflected in the first property tax bill.

Wisconsin's over reliance on the property tax to support public education and the continuing shift of those taxes to home owners is a recipe for rebellion. One only needs to look at failed referenda to know that many taxpayers realize that the only tax they get to vote on is the school tax and more often than ever, they are voting no. In a recent discussion with a school business administrator about his school district's failed referendum, which went down by a large margin, he related an interesting insight.

The leader of the organized opposition visited with him and explained that he was not against education. He even agreed with the need for additional space and infrastructure improvements. He honestly stated that he and his supporters considered themselves to be taxed to the hilt and the property tax was the only one, "we get to vote on."

Most other units of government do not have to put their building projects or budget authority to a vote,

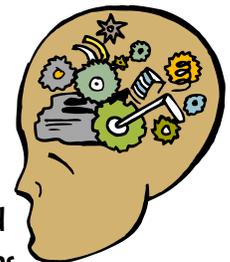
only the public schools. That is not to say that they don't have to exercise some discretion, but they are immune from referenda. They do not have to devote their time and energies into "selling" their needs to the voters. Wasn't it an interesting coincidence how their levies went up in parallel with the revenue caps placed on schools? There was little taxpayer relief in that exchange.

Let us add one more important factor to the mix. In most school districts only 25 to 30 percent of the voters have children in school. Demographics have changed significantly in the past 50 years resulting in many residents in a school district not being products of their local schools. In some, not many grandparents remain to support their grandchildren. Wisconsin's youth in increasing numbers have to relocate to find jobs, and where they find them, that is where they establish their own families.

These factors, as well as many others that come into play, do not bode well for the future of public education in Wisconsin. We have experienced many studies and commission reports over the years with little change forthcoming. The roof tops of Wisconsin's houses are creaking and groaning. We dare not add to the tax load being placed upon them. Do I have a solution? In the long term it is stable economic growth. In the short term, the only viable means to raise more revenue is an increase in the sales tax. Yes it is regressive, but it is pay as you go and less painful than getting a tax bill once or twice a year, especially the one that comes right after your holiday season bills. Now go and find someone to propose a new tax!

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to change all the time.
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is only by examining and
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and ideas that you can
progress."**

Dale Carnegie



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President's Message

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citizens had worked hard to establish - before the ever-pressing colder summer winds turn to colder fall and winter winds and sound the death tone for the kingdom”.

The citizens went away questioning what they could do. The ever resourceful Wasbonians took the words of the sage to heart and met to discuss strategies. They noted the fuel firing the Warlord camp fires included positions and financial resources that the Weans and others from outside the serfdom were taking. The Wasbonians concluded that the use of Saaian ambassadors was needed more than ever to provide a united front to work with all powerful groups for the good of the children and the future of the kingdom in total.

The Wasbonians met with the citizens of Childrenian and suggested that the Saaian and Wasbonian ambassadors should be sent to not only the Warlord camps but to the Weans, Dpians, and others residing in Childrenian, and other serfdoms. Their mission was to enlighten the other groups as to the need to educate the future generation as opposed to grinding that educational process down. The kingdom's

forefathers originally based the kingdom on the need for a strong educational system, putting children's education first for the future of the kingdom. The need to re-establish this priority needs to be continually brought forth by all who believe. If a group or other serfdom does not believe in this priority, they just need to visit other kingdoms where education is a low priority and see its impact on overall wealth and prestige of that kingdom. They need to ask themselves if truly this is what they want.

The citizens remembered how the quiet resources of the Wasbonians working together had defended the serfdom in the past from the Warlords. A twinkle shown in the old sage's eyes as he received word of the Wasbonian plan. Most citizens of Childrenian were not even born nor knew when the sage served as a leader of the Wasbonians in his youthful years. He knew that there just might be a way to diminish and eventually eliminate the cold winds if Wasbonians united and put all their resources forward in this just cause.

Mike Garty

FUNDING WISCONSIN'S FUTURE

Continued from Page 1

economic structure and flow of personal revenue, this is nothing more than a recipe for taxpayer unrest. In an agrarian society it made great sense; the crops were all in and the fall slaughter of livestock had been completed. By early December Wisconsinites had completed the annual farming cycle and converted many of the seasonal non-monetary assets into cash. December was an appropriate time to pay taxes in one chunk.

Wisconsin is no longer an agrarian society. We need to use a tax system that is more progressive. With the aging population of baby boomers headed toward retirement, income tax based revenue will not keep pace with inflation, nor will income have a high correlation with ability to pay. Having discarded the current property tax model and income taxes as the most effective approaches to financing public education, let me focus on proposals that make revisions and alterations to current funding systems. The proposed revisions and alterations all expand upon the concept of collecting a greater portion of the funding of state and local governmental services from non-Wisconsinites. This isn't a new idea. Many states have successfully used this same strategy to create a level of taxation that most Wisconsinites look at with envy. My understanding is that states such as Texas, Louisiana and Alaska charge an export tax/fee on fossil fuels to support state government. These taxes/fees are passed down the line to consumers in other states. Consequently, charging out-of-state residents for consumption of the state's natural resources contributes to the support of their government services.

In Wisconsin our natural resources are the scenic beauty of places such as lakes, shorelines, and rivers. People come not just from other states, but also from around the world, to enjoy these sustainable natural resources. Like other states let's take advantage of our resources to secure out-of-state revenue to support our government and enjoy a lower rate of taxation. Creating new sources of revenue related to property, income and sales taxation as well as through tolls, license/ fees and tuition can all contribute.



Property Tax Revisions

Despite all of its inherent weaknesses, the property tax has at least one redeeming characteristic. It provides a means of collecting taxes from non-residents. Taxes collected on high value lake property, which many Wisconsinites cannot afford, finances a significant amount of Wisconsin's state and local government services. In this regard having Wisconsin labeled a high tax state as a percentage of personal income or high taxation per capita isn't so bad. The reality is those "high property taxes" aren't necessarily paid by Wisconsin residents.

Property taxation is very restricted by the State constitution, which requires uniformity in property taxation. In respect to increasing the revenue from out-of-state residents, the property tax uniformity provision prevents directly assessing a higher tax on property owned by out-of-state residents. Despite the property tax uniformity law, we Wisconsinites do recover some of our property tax in the form of state income tax deduction.

I would like to see this concept expanded upon. Preserve the uniformity of property taxation but allow Wisconsin residents to get a much larger portion of that tax back on their primary residence in the form of a direct personal income tax credit. The exact formula and cap to this credit are details to be worked out as more data becomes available.

I suggest property taxes on businesses be treated much like they are today. Any state corporate tax breaks would be based on an equivalency factor paralleling the percentage of the company's products or services consumed in the state.

Sales Tax

To maintain governmental funding levels, while reducing Wisconsin's income taxes through higher property tax credits, will require new revenue sources. The sales tax is the most viable method of such funding. Sales taxes are not subject to



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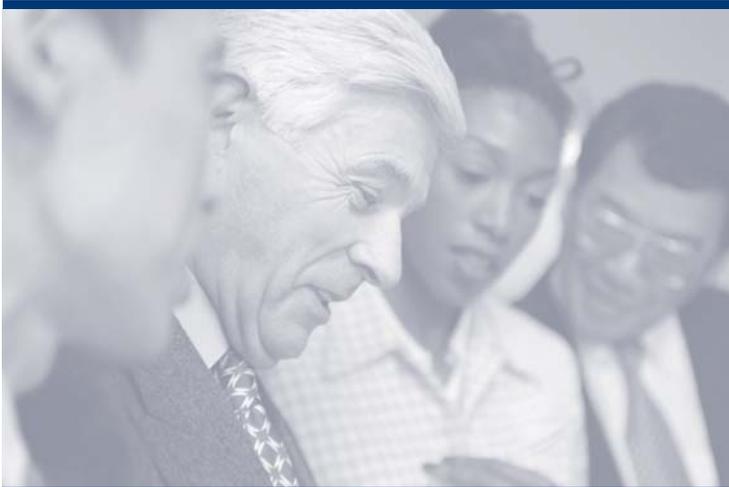
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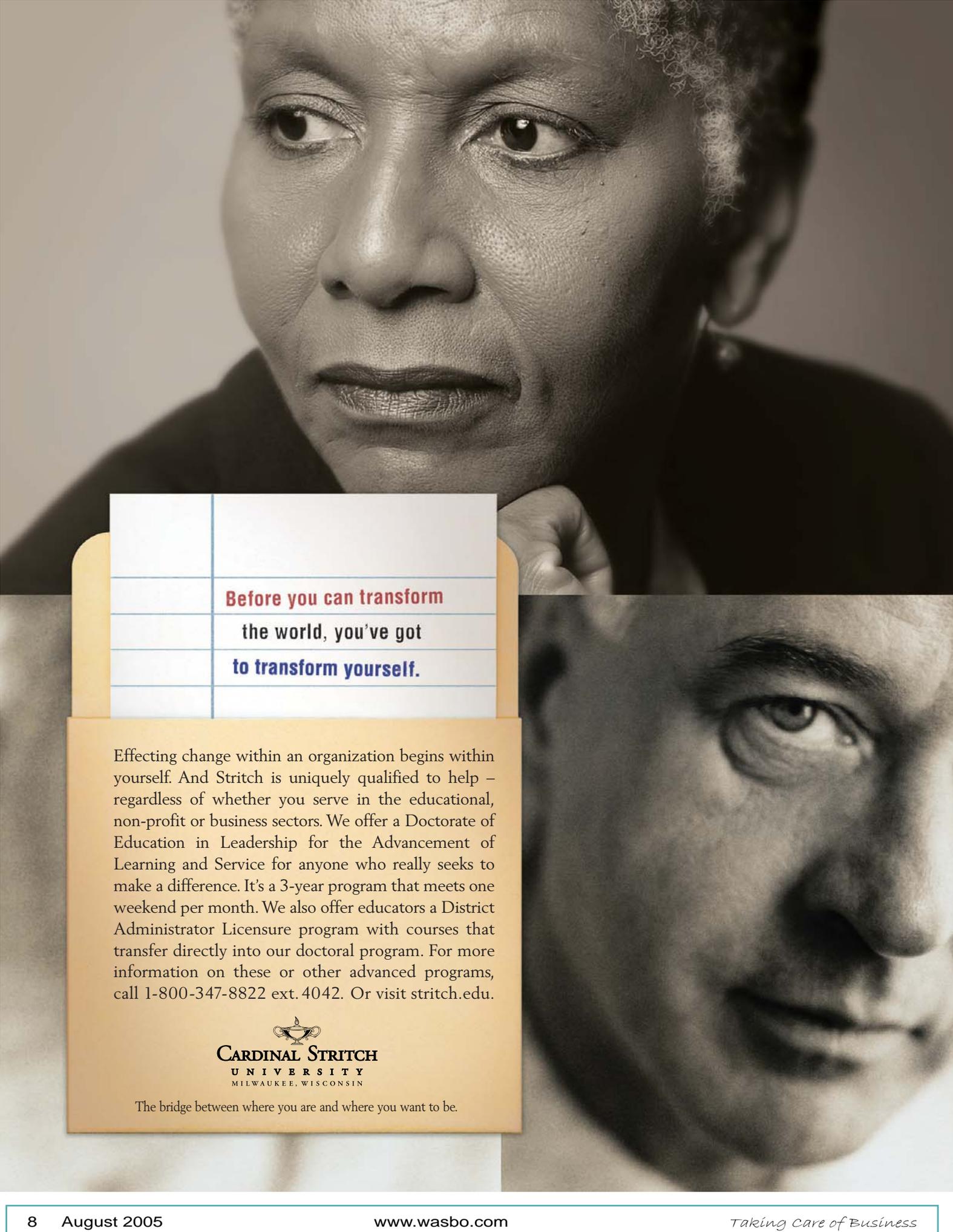
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BOOK REVIEW

Synthesis of Book Reviews

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

Now that you have read the book reviews (major assumption) on:

- “*How to Win Friends and Influence People*” by Dale Carnegie;
- “*21 Indispensable Qualities of a Leader*” by John C. Maxwell;
- “*Dinosaur Brains: Dealing With All These Impossible People at Work*” by Albert Bernstein and Sydney Craft Rozen;
- “*The Simple Way to Success*” by Larry Winget;
- “*Managing People is Like Herding Cats*” by Warren Bennis;
- “*The Seven Habits of Highly Effective People*” by Stephan R. Covey; and
- “*What it Takes to be Number #1*” by Vince Lombardi, Jr.;

What are the common leadership skills, attitudes and qualities? The answers lie in the synthesis of the seven books.

From my perspective the commonality of leadership skills, attitudes and qualities begins with personal ethics and by knowing yourself—what are your values? Do they include fairness, integrity, humility, trustworthiness, tolerance, justice, compassion, honesty, and human dignity? Covey refers to these as the ‘Inside-Out Paradigm’. Vince Lombardi asserts that “Without character there can be no integrity”, for character and integrity are the two pillars of effective leadership. They are the foundation on which to build – as Covey says, “First Things First”. Therefore, leadership starts with you, numero uno.

What comes next?

- Use your cortex, not dinosaur brain;
- Accept responsibility;
- Use communication, especially listening;
- Establish and maintain relationships;
- Have enthusiasm and compassion;

- Have tolerance;
- Have balance (Family, Health, Career, Social, Financial, Intellectual & Spiritual);
- Have vision and the right perspective;
- Inspire trust;
- Maintain a positive attitude, and
- Lighten up - use humor!

Leadership is not just one quality, but rather a blend of many qualities. Leaders are not born, but developed through self-knowledge, self-discovery and self-discipline. A leader must have these qualities on the inside; therefore, if you desire to be a leader activate these characteristics and empower your leadership ability. Leadership starts with **who you are** and is a **journey** not a destination; I hope to see you along the leadership road.

“It’s taken me all my life to understand that it is not necessary to understand everything.”

Renee Coty

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

-Bill Stuart

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Jeff Mahoney
WASBO Director

Director's Corner Summer in the Life of a Business Office

Here it is September and everyone is back at school, reinvigorated and ready for another year. But is everyone ready? Lets take a recap of what is known as the Life of a Business Office during "Summer Break":

June

The district is wrapping up the school year. If your district has been successful in finishing teacher negotiations, you will not have to focus on this over the summer. However, your office is heavy into year end purchases that all of a sudden appeared even though purchases were to be done 4 weeks earlier. The roofing projects have started. Summer school is in full swing. Payroll is finishing up 6 payrolls as opposed to 2 and the technology guys are rebooting servers. The family trip to Noah's Ark was put on hold. July will be better.

July

The financial audit comes knocking. Your office is now processing orders for the coming school year. Final route changes for transportation are being determined. Payroll is updating benefit changes and meeting with many new employees. The office is now trying to contact principals that have the month off, but they keep moving to locations without cell service. It rains 40 days and 40 nights, and is getting hotter. The roofing project is delayed. The custodians are out of rooms to clean since summer school is more like 8 weeks of full school. Did I forget to mention, health insurance rates came in higher than what was expected and you have to reopen the contract? By the way the boss, also found a northern territory with no cell reception. I have to meet with the board president, so I cannot go to Noah's Ark. It sure will be good when August shows up.

August

Auditor is still here and you can't figure out why June wouldn't balance. The bus company cannot find new drivers. Food service freezer went down with the new commodity order and the roofing project still occupies

the parking lot that was supposed to be repaved. The technology department changed everyone's passwords and didn't save internet favorites. DPI reports are due even earlier this year. You are preparing for the annual meeting and Joint Finance has yet to determine your revenue cap or state aid. You projected 160 kids for Kindergarten and 100 come to final registration 2 days before school starts. It's 54 degrees, raining and the wave pool at Noah's Ark is not working. Thank God WASBO holds a Fall Conference at water resorts. I am looking forward to when September gets here.

September

Well it's here. Chances are that while many of these activities might have happened, for the most part none of them did. Why, because you and your office planned and re-planned for possible problems. You were ahead of the game because of your professionalism and the training you have received. You share that with your staff and help them think and react like you to problems and misfortunes.

But where do you get this experience and knowledge, from..... WASBO. Through the Fall, Winter and Spring conferences and events, you learn from others about how to prepare for such summers. Participation is not always the reward, but it is a tool to being successful in having a great summer and being ready to say welcome back, we had a great summer and we are ready and set for kids to learn for one more year.

PS-Since I wrote this on June 8, 2005, I anticipate that none of the problems listed occurred in McFarland over the summer.



**"Trust your own instinct.
Your mistakes might as well
be your own, instead of
someone else's."**

Billy Wilder



Legislative Update Governor Signs 2005-07 State Budget

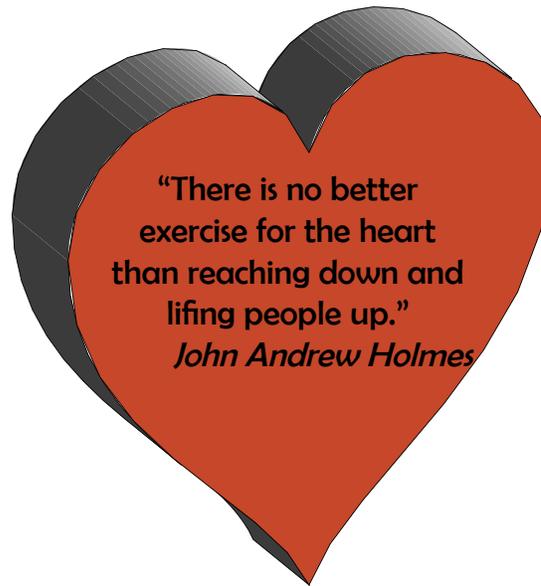
At the print deadline for this issue of the newsletter, Governor Doyle had just signed the pro-education 2005-07 State Budget into law. For up-to-date information on the budget and other legislative/political issues, please see the latest issue of the SAA

John Forester
SAA Director of
Government Relations
Capitol Report at www.wsaa.org.

If you should have any questions or require additional information, please contact John Forester, SAA Director of Government Relations, at john.forester@wsaa.org or 608-242-1370.



“Musicians don’t retire. They stop when there’s no more music in them.”
Louis Armstrong

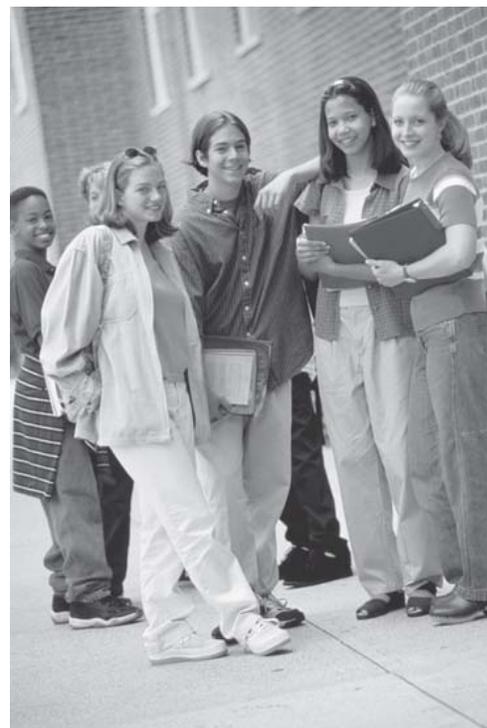


“There is no better exercise for the heart than reaching down and lifting people up.”
John Andrew Holmes

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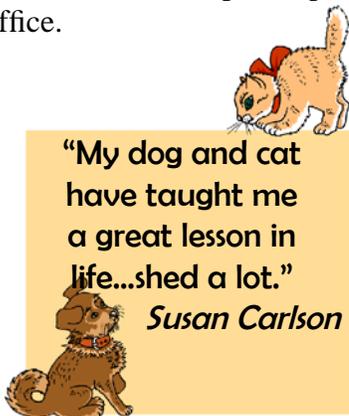
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PI34 and Mentorship Update

The new teacher and administrator law is here. People new to school business administration, that is those who have received their masters degree, will need to have a qualified, trained mentor assigned. School districts are required to provide a mentor. Because most school business administrators will be one of a kind in their school districts the mentor will most likely be someone not available in the school district. Mentor arrangements between school districts and the mentors will be determined between the parties. Anticipating the demand, WASBO received a grant from the DPI and hired Richard Peterson to conduct training sessions. Twenty-eight mentors were trained.

When WASBO has been notified by a degree granting institution of the need to find a mentor for a recent graduate, we have attempted to do so on a timely basis. However, the match ups can not always be made to ensure that there exists a favorable geographic proximity. Regional representatives are often called upon to assist in the process and to lend a helping hand. The WASBO Board of Directors does not wish for our association to limit mentorship assistance to only those who have completed the masters level program. Anyone wishing assistance can call on WASBO and we will do our best to assign you a mentor and helping hand.

WASBO could use some additional trained mentors. If you are interested in taking a training session, and if enough people indicate an interest, another training session will be scheduled. We will structure it to enable attendees to take the training for credit through our partnership with Viterbo University. If you are interested in becoming a trained mentor or would like to take a refresher update, please contact the WASBO office.



“My dog and cat have taught me a great lesson in life...shed a lot.”

Susan Carlson

Around the Regionals



Representative Tom Nelson (D. Kaukauna) was the only legislator to turn up at the annual joint meeting of the Bay Area and NEWASBO regionals' June meeting in Seymour. In spite of the fact the other legislators were tied up, Nelson did a very good job of bringing the attendees up to speed on the current state of legislation. He expressed concern about the lack of urgency the

legislature seems to have about addressing important education legislation, especially the budget bill. As a new legislator, he also indicated his surprise at how much power is wielded by the speaker and committee chairs. Some legislation can be whisked through and put to vote in less than a week, while other bills never see the light of day. That doesn't seem to square with what we perceive as the democratic process.

The agenda also included a sharing of information about health insurance, negotiations and revenue caps. School finance matters are always a hot topic at regional meetings. Attendees were also invited to tour the new addition to the the Seymour High School. Peter Ross hosted the meeting.

Scholarships Offered for the 6th Annual Air Quality Symposium

ASBO International has announced that, through a grant from the EPA, 25 scholarships will be granted to school district teams to attend EPA's 6th Annual Indoor Air Quality Tools for Schools National Symposium. The Symposium will be held January 12-14, 2006, at the Grand Hyatt in Washington, D.C. Each scholarship covers the \$250 registration fee and up to \$200 in travel costs, hotel accommodations and a one year membership to ASBO for those who are not already members. If you are interested, go to <http://asbointl.org/recognition/index.asp?bid=8173>. For more information, you can contact Pam Weber at ASBO, pweber@asbointl.org.

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FUNDING WISCONSIN'S FUTURE

Continued from Page 6

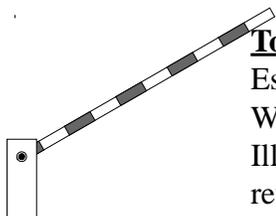
the poor timing and lump sum collection problems that are associated with property taxes. Sales tax revenue could be increased by imposing a higher tax on those items that are a part of the cost of sharing our renewable resources, more specifically, tourism. Entertainment, resort rental, dining out and lodging are a few examples. The purchases that should be considered include those most frequently associated with out-of-state visitors. It would seem reasonable for the State Departments of Revenue, Commerce, and Tourism to generate an appropriate list of such purchases. Market forces need to be given responsible consideration so as to not kill the goose that lays the golden egg.

Wisconsinites will also have to pay the new higher taxes. However, greater frequency of application of the taxes will be on purchases by out-of-state consumers. Therefore, a disproportionately large amount of the tax will come from out-of-state consumers. The type of services/goods taxed will fall into the categories of leisure, entertainment and recreation. These are purchases of choice rather than necessity. This change would have an inherent advantage over property tax, which really is a tax without a choice since we all need shelter.

Sales tax should also be increased on luxury items for Wisconsin residents and non-residents alike. The list would include those things that are typically affordable only to the most affluent and items consumers might turn to purchasing in lieu of higher sales tax on tourism.

Income Tax

Keep it. Make it as progressive as possible. Allow for more substantial income tax credits. We should expand the use of the income tax as a mechanism to refund Wisconsin residents for property and other taxes they pay. The crediting of other "taxes" for income tax reduction would be unavailable to out-of-state residents.



Tolls

Establish freeway tolls at Wisconsin entry points from Illinois. This will again generate revenue from out-of-state

sources. Yes, some of the tolls will be paid by Wisconsinites traveling between Wisconsin and Illinois. This travel is most often by choice. I realize the burden this will place on travelers, but then any form of funding government will require someone to pay. If someone can find a simple way to decide what is necessary interstate travel and a simple way to credit back tolls "I'm all ears." Do they do this in Illinois? Toll revenues might be used to either provide resources to the general fund or reduce the gas tax which I imagine is not a very progressive tax.



License/Fees

Increase out-of-state fees for hunting, camping, fishing and other consumer use of Wisconsin's natural resources by out-of-state residents.

Again, market forces need to be given responsible consideration so as to not kill the goose that lays the golden egg.

Tuition

Increase tuition for out-of-state students attending state post-secondary institutions. If out-of-state students wish to attend schools in Wisconsin they should pay higher tuition (except of course our friendly neighbors in Minnesota, because we have worked out a reciprocity agreement with them). This will reduce the cost of post-secondary education for Wisconsinites.

My understanding is that we are turning away interested students in large numbers, including Wisconsin students who are meeting increasingly challenging entrance requirements. It would make sense to have Wisconsin students attend before out-of-state students. Are Wisconsin resident students more likely to stay in the state after graduation than out-of-state graduates? Would the retention of highly educated workers help promote business investment interest in our state? Will industries with higher paying jobs be attracted to Wisconsin because of a highly educated workforce?

As a result of these measures Wisconsin may still

Continued on page 15

FUNDING WISCONSIN'S FUTURE

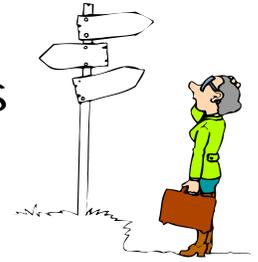
Continued from Page 14

be portrayed is a high tax state as a percentage of income. So what!! Wisconsinites will not be covering the cost with their own income. It will be the income of out-of-state residents that will be assuming a larger share of that tax.

In closing, it is my belief that we must always be vigilant in governmental spending, delivering the highest quality services for each dollar spent. Of equal importance is making sure that those high quality services accurately reflect what people want. Wisconsinites have traditionally desired more comprehensive services than residents of other states. When you have a system that delivers comprehensive and high quality services, then the issue becomes what is the best method of funding? It is my hope that some of the ideas presented represent alternatives that might improve the current system of funding Wisconsin's government. We can't go on as we always have. Change is needed, and needed now.

Employment Opportunities

Please go to www.wasbo.com for current job listing information.



If you would like to share your thoughts or can enlighten your fellow WASBO members with valuable information pertinent to school business management consider submitting an article for publication in Taking Care of Business. To submit an article for consideration contact WASBO Executive Director Don Mrdjenovich at donmrd@wasbo.com.

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Jennifer Kuehl, High School Math Teacher, Verona



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1. You can only map out so much of it. Some of it is determined for you by things called timing, opportunity and chance.
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3. *You do your very best where you are. That prepares you for anything that may come along.*
4. *Looking at your present circumstance as being temporary is usually an easy read for those around you and can be a major impediment to getting you where you want to go.*
5. *"Is man the master of his fate, or is fate the master of the man?" Ancient Iranian Proverb.*

WASBO Custodial & Maintenance Summer Conference

The annual Custodial and Maintenance Summer Conference was held at two sites in June, Lodi and South Milwaukee. The conference attracted more than 400 attendees at the two sites. The programs were designed to offer education and training sessions to both new and experienced attendees. Larry Savage hosted the South Milwaukee conference and was pleased to have the opportunity to show off the new high school. The school incorporates facilities that are open to the public during school hours as well as before and after. The fitness center would put many YMCA's and private clubs to shame. Much positive PR and support is gained by bringing the public into their schools.

In Lodi, custodians from across the state enjoyed the hospitality of Custodial Coordinators, Lars Schwenn and Gary Leatherberry as well as Business Manager Diane Pertzborn.

Thanks goes to **Siemens Building Technologies** for hosting lunch at both sites.



Custodian and Maintenance personnel at the new South Milwaukee High School



Doug Fisk (Baraboo) welcomes attendees to the Custodial & Maintenance Conference at the Lodi High School.

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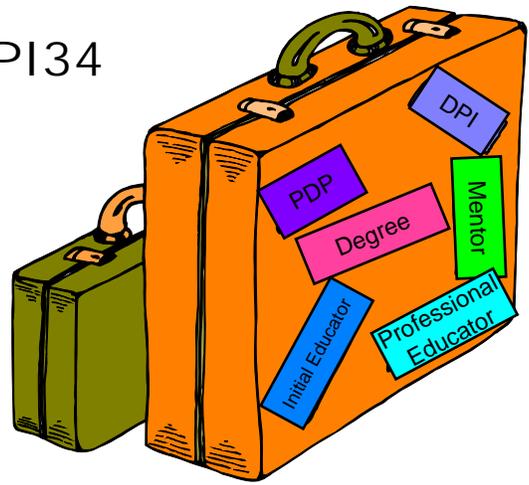
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August 27th so don't wait!*

An Administrator's Trip Through PI34



1. Degree in hand, the administrator becomes an Initial Educator.
2. The administrator now needs a trained Mentor. The responsibility for finding one and any cost involved is the hiring school district's.
3. The Mentor should have a working knowledge of PI34. Resources are available on the DPI web site.
4. The administrator should now begin working up goals for the professional development plan and putting together a three member team comprised of two administrators and one representative from higher education, all of whom must be DPI trained. The administrator is responsible for this requirement. Help can be sought from one of the sixteen License Renewal Centers listed on the DPI web site. Any cost involved is the administrator's responsibility.
5. A planning model for the Professional Development Plan (PDP) can be found in the DPI Educator Tool Kit, hard copy or on line under Educator Licensing.
6. Years 2, 3, and 4 can be spent working on the plan. By January 15 of the 5th year, the plan should be completed and 3 to 5 items of evidence must be included, such as a transcript of credit.
7. If necessary, modifications to the plan can be made up to April 15, which is the date the team must get the plan back to the administrator. A checklist for the team members is in the Educator Toolkit.
8. The administrator can then request a renewal form from the DPI and submit it.
9. The administrator will then become a Professional Educator.
10. If a practicing school administrator comes from another state and was a business administrator prior to 2004, that administrator will automatically be included with those in Wisconsin who must meet the grandfather requirement, or can opt to

proceed as a Professional Educator under PI34.

11. Mentors and team members must undergo DPI training. It is estimated that it takes about 15 minutes to review a plan using DPI guidelines. The team does not have to meet face to face. Communication can be conducted by electronic means. The higher education representative need not be from the institution from which the administrator received the required degree. Team members can be substituted should the team not remain intact for the duration of the licensing procedure.
12. Payment for any services required under PI34 are not determined by the DPI and are the responsibility of the participating parties.
13. Those practicing administrators who choose the PI34 route instead of the grandfathered provision can submit one year plans for 2006, 2007 or 2008.
14. WEAC, WASDA, and AWSA are offering a tracking system and repository for individual administrators online through the University of Wisconsin Extension. Means by which to make this service available to WASBO and WCASS

Welcome New Members

- **Duane M Jensen**, Director of Facilities, Hortonville Area School District
- **Aaron Nelson**, Student
- **Jeff Siegman**, Director of Buildings & Grounds, Pewaukee School District



School Business Resource Center

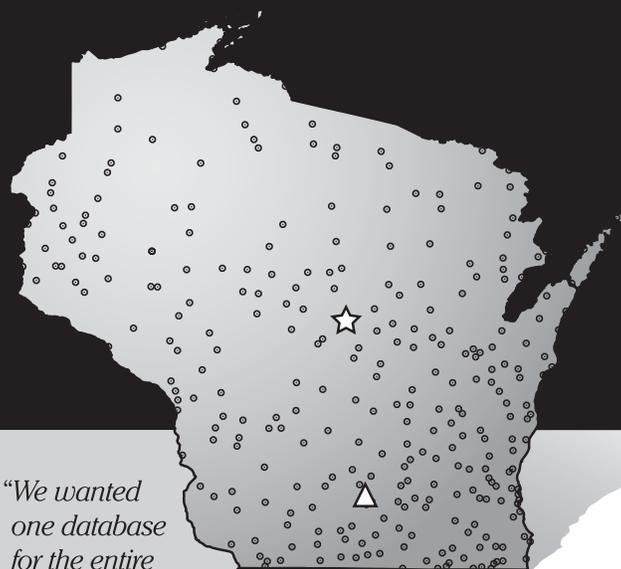
Pennsylvania ASBO has developed a very comprehensive school business management resource center. They have made it available free of charge to anyone wishing to access it. The resource center contains information available from several states, including Wisconsin, and Canadian provinces. Much of what you might be seeking, such as RFP's, is generic or easily adaptable. The resource center should be your first stop when you are seeking sample documents or information. The center can be accessed at www.pasbo.org. There is a link to it on the WASBO web site, www.wasbo.com under Resources. ASBO International also links to the site. ASBO International does not maintain a comprehensive resource center and does not replicate the PASBO resource center. Before you request that WASBO do an eblast to assist you in finding specific information or sample RFP's, you may save yourself and your colleagues a lot of time if you check out the PASBO Resource Center first. PASBO would appreciate your adding to the resource center by contributing any documents or information that represent your best products or practices.

Business Briefs



Tom Owens, Richard Peterson and Gary Kvasnica shared some interesting insights into the process of collective bargaining. They drew from their years of experience to share many practical do's and don'ts. They dealt with the topic in a positive and practical manner and shared information and insights that are of interest to both beginning and experienced school business managers. You can view the web cast by going to www.wasbo.com and clicking on Resources.

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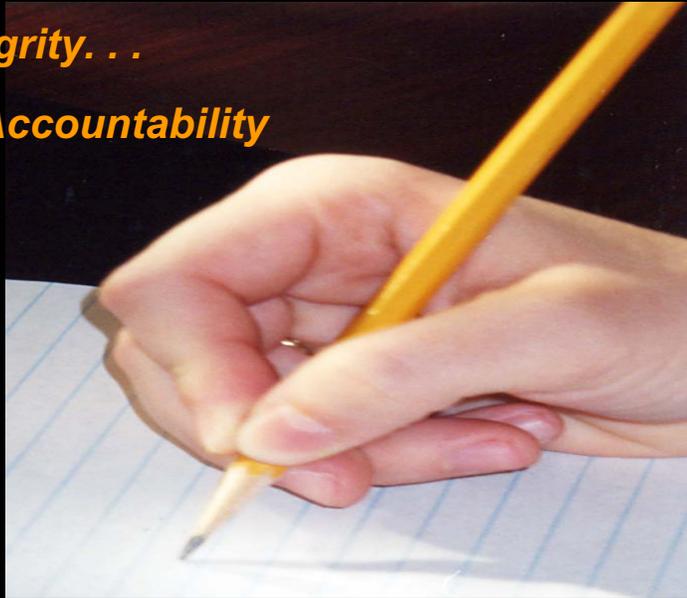
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Upcoming Business Briefs - Mark your calendars to learn if your district is doing all it can to protect against accidents and lawsuits resulting from theater use. Jodi Traas of Aegis and Community Insurance Corporation will do a program which will be available after September 2, 2005. The URL will be posted via E-mail before that time or check www.wasbo.com and click on Resources after September 2nd.

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Short Shots



Where Are The? Mike Pieper – Rochester, MN to Johnson Controls, Dennis Mudler – Watertown to retirement, Dan Van de Water – Plymouth to Eau Claire, Woody Wiedenhoef – La Crosse to retirement (replaced by Janet Rosseter), Joyce Smalley – Westby to La Crosse, Gail Grieger – Glendale-River Hills to Mequon-Thiensville and Mary Blaha – student to Sheboygan Falls.

PI34 Training The new licensing law which requires all school districts to provide mentors for school business officials entering the profession, also requires those mentors to be trained. Diane Pertzborn and Richard Peterson have completed the DPI training and will act as facilitators to train members of the professional development team, which is also required by statute. Check out the new requirements in this newsletter.

WASBO Room Block There are no remaining rooms in the WASBO room block for the ASBO International Annual Meeting and Exhibits in Boston. If you need a room, go to www.asbointl.org.

SchoolAids Formula Survey The results of the recently completed survey can be viewed on the WASBO web site. Thank you to those who took the time to respond. The information will be shared with legislators and policymakers who are now exploring major changes.

Meet Kurt We sent out an eblast a while ago, but if you didn't see it, we are pleased to introduce Kurt Kaster who is serving WASBO in a half time capacity. Kurt spends the other half of his time working for an agency that manages professional associations. Kurt is a native of Beloit, lives in Madison and prefers the two half times to a full time position.

Office Facelift WASBO's office is poised for a major facelift. New paint and carpeting will be done in cooperation with our landlord, AWSA. We are also creating an additional work station and adding additional storage and file cabinets. We have come a long way from Don's home office in Janesville which was followed by a one room office in the AWSA office

complex. At that time, Tina would pick up work to take home. The WASBO office will be closed the week of August 21st to facilitate the renovations.

ASBO Campaign Erin Gauthier-Green, our candidate for ASBO International Director, is doing a great job on the campaign trail. Check out her web site at <http://asbointl.org/WhatsNew/index.asp?bid=13073>.

Thank Governor Doyle If you haven't already done so, please take the time to thank the Governor for his exceptional support of public education. While the battle is not over, he is certainly walking his talk about making education and property tax relief his top priorities.

Special Thank You We also want to thank Diane Pertzborn, Gary Leatherberry & Lars Schwenn of Lodi and Larry Savage of South Milwaukee for hosting the annual Custodial and Maintenance Summer Conference in June. It is no small task to get your "house" ready for so many visitors, especially when all of the visitors tend to check out everything with a mother-in-law's eye. We also want to thank **Siemens Building Technologies** for their generous sponsorship of the lunches at both sites.

Mark Your Calendars Or, for those of you who are more sophisticated, program you computers and Palm Pilots, to get you to the Annual WASBO Fall Conference at The Osthoff in Elkhart Lake. September 29 and 30 is a time when you should be seeing to your own professional development and checking the wiring on your support network. You might even want to add a few connections. When you belong to WASBO, you are never alone or are unable to connect with those who can help you do your job in the most competent and professional manner. For some additional networking plan to golf in the annual WASBO Foundation Scholarship Golf Outing at the Quit Qui Oc Golf Course which supports student scholarships.

HALL OF FLAME?

HOT TIPS FOR SCHOOL SAFETY.



Do you know today's fire prevention guidelines for displaying student artwork in school? For that matter, were you aware that such guidelines exist? The National Fire Protection Association (NFPA) recommends that art and teaching materials in halls and classrooms not exceed

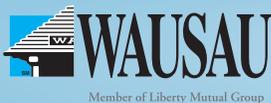
20% of the wall area in school

buildings lacking automatic sprinklers throughout, and a maximum of 50% wall coverage in schools with approved automatic sprinkler systems. These codes, enforceable by local fire inspectors, are in place to help prevent the rapid spread of fires and to save lives. Wausau and the Wisconsin Association of School Boards work together to



communicate issues to help school districts enhance their safety programs and cut risk-related financial losses. With our A(Excellent) A.M. Best rating and depth of experience, we can help you keep things cool in school. To learn more about the Wausau TotalValueSM and the WASB Insurance Plan, contact Mark Meeks, Wausau Signature Agency, at 715-847-8120.

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WASBO Calendar

Professional Development

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

Board of Directors Meetings

September 28 - Elkhart Lake
November 15 - Waukesha
December 14 - Madison

Business Meetings

January 19, 2006 - Milwaukee

Regionals

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

September 16 (Luxemburg), December 9, March 10, June 16 (Joint meeting w/ NEWASBO)

Northeastern/Fox Valley

September 16 (High Cliff), November 11 (Appleton), February 10 (Fond du Lac), April 7 (Manitowoc), June 16 (Joint Meeting with Bay Area)

Northwest - Meetings are usually held at

Lehman's Supper Club in Rice Lake
September 14

Southeastern - Meetings are from

9:45-11:30 am with lunch following.
October 7 (Waukesha), November 11 (Arrowhead), December 9 (Whitnall), February 10 (Greenfield), April 14 (Hamilton), June 12 (TBD)

West Central - Meets the first Thursday

of every month except January, May and July. Meetings are held from 10 am - 1 pm at the Sparta Area School District Administration & Education Center, 201 E. Franklin St., Sparta
August 4 (Sparta)

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

August 19 (Stevens Point), September 23 (Merrill), November 11 (St. Point), December 9 (Marshfield), February 3 (D.C. Everest), March 3 (Auburndale), April 7 (Wausau), May 5 (Waupaca), August 18 (Antigo)



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

September 16
October 14
December 16
February 17
March 24
April 21

Committee Meetings

Spring Conf. Planning Committee

August 10 - Wausau
September 16 - Fox Valley
October 5 - Madison

Safety Committee

October 19 - WASBO Office, Madison

Erin Gauthier-Green's ASBO

International Election Committee
August 19 - WASBO Office, Madison

Business Briefs

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



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