



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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Cathy Mark of Boscobel initiated a meeting of area school districts to explore the possibility of establishing a new WASBO regional.

In November, Cathy Mark, Business Administrator for the Boscobel School District, convened a meeting of 23 interested school districts to determine if they wanted to establish a new WASBO regional organization. Cathy noted the distance from Madison and Sparta, where

the Madison and West Central regionals meet, was too long a drive for many of the school districts in the southwestern part of the state. For that reason, most of the districts lacked an opportunity for sharing information and best practices.

WASBO Executive Director, Don Mrdjenovich, shared information with the group about the existing seven regional organizations and provided samples of their agendas to illustrate the variety of topics and sharing of information that transpires at their meetings. In addition, he also promoted the benefits of being associated with WASBO and the resources it has to offer those in the field.

From the beginning it was apparent that those in attendance felt that a regional organization would be of great value to them. Sharing among themselves and bringing in resource people would save everyone time and money. The group decided to hold their regional meetings at the CESA 3 office in Fennimore where they were offered free meeting space. In addition, they decided to meet in the afternoon following the district administrators meeting, thus providing an opportunity to have the district administrators stay on if they were interested in any of the agenda items to be taken up.

New WASBO Regional Formed in the Southwest



Twenty-three interested school district representatives recently attended a meeting in Boscobel to determine the level of interest in starting a new southwestern WASBO regional.

Health care costs, actuarial studies and long range financial forecasting models were high on their suggested list of future agenda items. They also look forward to having a member of the DPI School Finance Team in attendance at their meetings to provide updates and to render special assistance.

WASBO thanks Cathy for her interest in providing her colleagues with the opportunity to interact, network and share information in an accessible and efficient manner. As one might expect, Cathy was chosen to be the initial regional representative by acclamation.



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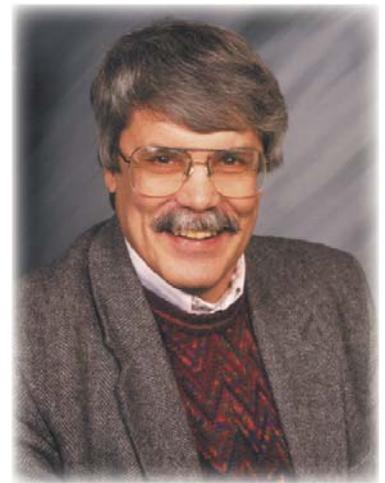
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Editor: Don Mrdjenovich



A Message from the President

Chapter Five in the Chronicles of the WASBOnians



*Michael R. Garty
WASBO President*

Once a year, a meeting was held for all Asbonians throughout the kingdom in order to share serfdom knowledge for the good of all of the Children of the kingdom. One group of Wasbonians was making its yearly pilgrimage to the gathering. The group included a shell counter, a master of facility operations, a transportation owner, and a financial consultant. The group members were accompanied by their spouses. The group was riding toward the rising sun on an experimental cart recently designed by its owners. The transportation owners were trying sail auxiliary power as a means of lessening the burden on the oxen in order to provide improved student transportation at a lower cost. The goal was to reduce costs in order to provide more resources for the education of children in the Kingdom of Childrenian.

The group was making excellent time with wind assist from the prevailing winds from the west. In the cart, cargo included important literature to support the election of a Wasbonian to the Asbonian Council. The Wasbonians had succeeded in the past with similar efforts, resulting in Wasbonians providing fundamental guidance to the Asbonians throughout the kingdom. In fact, on two different occasions, the Asbonians were lead by two different Wasbonians. The values instilled in all Wasbonians were reflected in their leadership.

Yearly, the Wasbonian contingent rested at the half-way point at a lodge in the Kingdom of Edradour. This year the Wasbonians arrived ahead of schedule due to the efforts of a Wasbonian looking to improve the status quo. Upon arriving, the cart owner and his spouse checked their oxen for signs of stress. Seeing that the oxen were in better condition than previous excursions, the Wasbonians each smiled at each other. Assurance crossed their lips as they led the animals to feed and water before joining the rest of the Wasbonians in the lodge.

In the lodge's great room, the majority of the Wasbonians settled, as they had done in the past, enjoying each others' company. Joining the rest of the Wasbonians, questions arose regarding the status of the oxen. Their response reassured the group that the experimental cart was performing better than expected. As the group settled in, laughter arose as the Wasbonians reminisced of previous trips, recent experiences, and how their respective families were doing.

Seated at another gathering area in the great room was a traveling armor salesperson. She had arrived earlier than the Wasbonians and befriended the lodge's owner. Before the Wasbonians' arrival, the great rooms atmosphere was very subdued. Now, the room was busy with laughter, with a positive atmosphere prevailing from most of the lodge's inhabitants. The salesperson questioned the owner regarding the transition that she had just witnessed. The owner responded, "You have never met Wasbonians before?"

Continued on page 5



Don Mrdjenovich
WASBO Executive Director

Exec's Reflections

Now You See It - Now You Don't

We are all familiar with the old shell game that requires you to name which of the three walnut shells harbors the pea. With your eyes closed, you should be able to make a good pick one out of every three times on average.

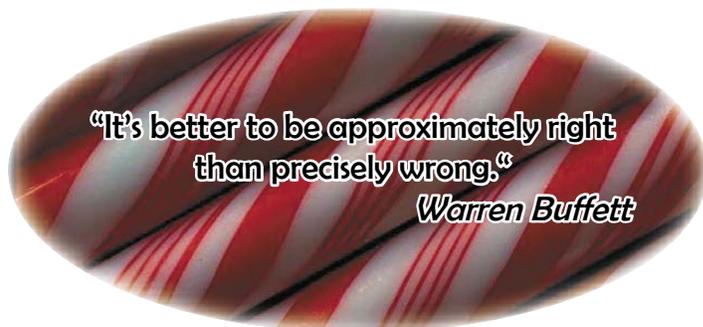
However, with his eyes closed the slight of hand artist should still be a winner two out of every three times. Under those circumstances he always comes out a winner. So it goes with any form of organized gambling. As Steve Wynn, the Las Vegas tycoon recently reiterated, "The only way to make money in a casino is to own one."

There exists an even a more subtle form of gambling. It takes place whenever a legislature is in session. That form of gambling exists of two parts. The part that spells out what is to be done can often be very prescriptive. The other part states, who will pay for it and how much will be paid. Separating the two has proved to be the root cause of many of the problems facing public education today. This is where the gambling begins.

The federal legislation creating comprehensive services to children with special needs was to be funded with 40% federal dollars. It has never reached that level. Now you see it (in the statute), now you don't (on the revenue side of your budget). No Child Left Behind is a similar example. Another funding promise unfulfilled. SAGE is another. Now you see it, and now you see just a part of it. There are other examples that can be cited, but you get the picture.

So what is the point? I understand that no legislature can bind another to specific funding levels. I also realize that circumstances and economics change over time. However, I have yet to see any reduction in requirements that accompany reductions in financial support. Put more simply, federal and state legislators have directed public schools to provide

"sum sufficient" services, but none, of which I am aware, are accompanied by a "sum sufficient" annual appropriation. The difference is made up in the property taxes levied by school districts. The original social contract with legislators can be boiled down to "do these things and we will pay you a specific sum". My point is, when that sum is reduced, it is never accompanied by a reduction in the services districts are required to perform. Never. Yet, we have legislators who criticize school district spending and the burden placed on local property tax payers. What part of this game of chance don't they get?



President's Message

Continued from page 3

The salesperson responded that in her line of business, their paths had never crossed.

The owner laughed, "Then you don't know about the Wasbonian. They are very hard-working people from the Serfdom of Childrenian. They work hard together to improve the learning atmosphere for the children. There could not be a better vocation. Besides, their enthusiasm for life easily rubs off on others as you can see. They have the greatest job in the kingdom, making sure that the most resources possible are directed to educate the next generation of children."

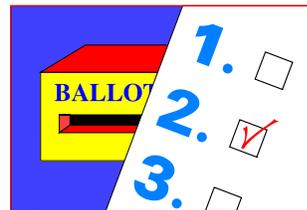
Upon learning who the Wasbonians were, the armor salesperson introduced herself and thanked every Wasbonian for his or her work, even though she knew that their work might eventually eliminate her job in the future.

Upon resting fully, the Wasbonians journeyed forth to the east. Attending meetings at the gathering, they learned how advanced they were, shared knowledge to help support other serfdom Asbonians, and climaxed with the knowledge that their journey to the east was well worth the effort.

The Wasbonians were ready for their westerly trip back to the Serfdom of Childrenian. Now facing the normal easterly prevailing winds, the transportation owners realized the problems with their square rigged sail auxiliary system. It did not work when the wind was coming from the direction for which they wanted to travel. The husband and wife started to become depressed regarding the new problems that they faced on the return to the Serfdom of Childrenian. They expressed their frustration, knowing that going east the system worked but westerly there was a major problem. There was a smile that radiated from the master of facility operations. "Why are you smiling?" asked the owners. He responded that he and his wife had taken a scheduled Asbonian learning trip to the wharf to look at alternative heating from fish oil. Being a recreational sailor, he noted a new type of sail rig zig-zagging into the harbor, working its way against the prevailing breeze. He sketched the rig for the owner and suggested reasons why it would work in a number of wind directions. The owner asked what the sailing rig was called. The master of facility operations responded that it was called a lateen rig and had been developed in foreign lands to

sail commerce up distance rivers.

During the return to the Serfdom of Childrenian, the Wasbonians discussed and formalized how this new invention of sail assisted oxen powered cart could revolutionize student transportation. The shell counter was calculating the savings, the financial consultant was looking at ways of financing, the master of facility operations was already discussing efficiencies of design with the transportation owner improving on transportation history. They all knew that this year's trip was very beneficial. They had helped make sure that a Wasbonian was elected to serve on the Asbonian Council; they had shared their knowledge with other serfdoms; and they had developed improvements to student transportation in order to allow more funds to be spent directly on children's educations. Upon arriving home in the Serfdom of Childrenian, they shared the knowledge gained by this recent trip and started planning on next year's travel toward the rising sun.



SEEKING BOARD OF DIRECTOR CANDIDATES

The WASBO Nominating Committee is seeking candidates for two elected Director positions on the WASBO Board of Directors. The names of the candidates are required to be presented to the membership at the January Joint Convention. Any active WASBO member who desires to have their name placed on the ballot should contact a member of the Nominating Committee before December 16, 2005.

Sincerely,
WASBO Nominating Committee Co-Chairs
Mary Ellen Van Valin
maryellen_vanvalin@mononagrove.org
and
Tom Wohlleber
tomw@mcpasd.k12.wi.us

Nominating Committee Members - Jan Carlson (Somerset), Mike Garty (Germantown), Dianne Meyer (Milton), Mark Powell (Warren Township), Howard Sampson (retired), Sue Schnorr (Fond du Lac), Joyce Smalley (La Crosse) and Bonnie Stegmann (Ashland)

WASBO Takes Home the Honors From Boston



Erin Gauthier-Green
Newly Elected ASBO
Director

One win is hard to come by when you are up against the best that ASBO International has to offer. We are all deeply honored to have two of our best selected by their colleagues to be honored at the 91st Annual Meeting and Exhibits of the Association of School Business Officials

International held in Boston in October. Greendale's Erin Gauthier-Green was the biggest vote getter in her bid for a seat on the ASBO Board of Directors. Tom Owens of the D. C. Everest Area School District was chosen one of four from a field of 21 to receive a coveted Eagle Award, the highest offered by ASBO.

Erin has served on numerous WASBO and ASBO committees. She has shown her capabilities and competencies as both a willing participant and a leader. Her commitment to the profession of school business management is well recognized by her colleagues. In addition to committee service at both the state and international levels, Erin has promoted many best practices in her school district and has authored several articles to share them with other professionals.

Tom has been described as the "go to" guy when it comes to matters of school finance



ASBO Past President Bill Fellmy presents Erin Gauthier-Green to the audience during the Meet The Candidates session at the International International 91st Annual Meeting and Exhibits.

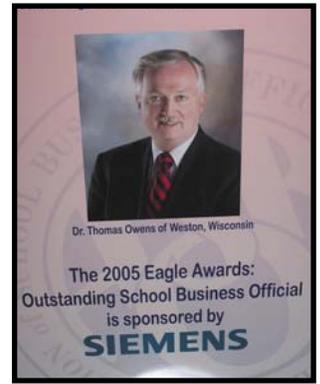
and management. His many years of experience have made him a resource that is always accessible to his colleagues. Tom, like Erin, spends a lot of time "out of the box". When he has found something to be of special value he has been

willing to try it out and share the results. The fact that both he and Erin feel free to explore and implement new and promising practices is evidence that their school boards and district colleagues have a great deal of respect for their competence and judgment.

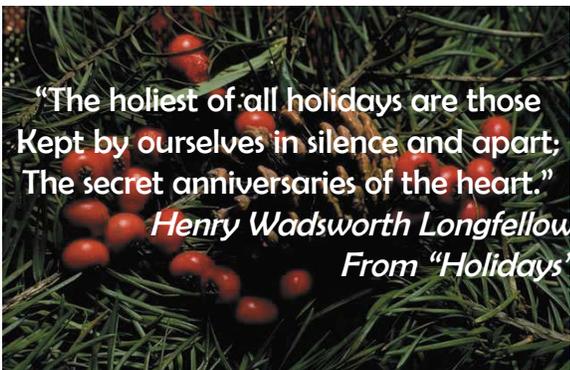


ASBO President, John Frombach presents Dr. Owens with a Distinguished Professional Eagle Award at the first general session of the ASBO Annual Meeting as Under Secretary of Education for the U.S. Department of Education, Edward McPherson and a representative of Siemens look on.

In addition to managing the business of his district in an exemplary manner, Tom has also made significant contributions to his community. Through his leadership a partnership was formed between the school district and several municipalities to build a winter sports arena that serves both the youth and adults in his area. Erin is noted for promoting improved health through incentives that includes a health insurance premium reduction for those wishing to participate. Both Tom and Erin are past recipients of WASBO's School Business Official of the Year Award. WASBO thanks them both for their service to their school districts, communities and their professional colleagues.



WASBO's Dr. Tom Owens, D.C. Everest Area School District, Flies with Eagles.



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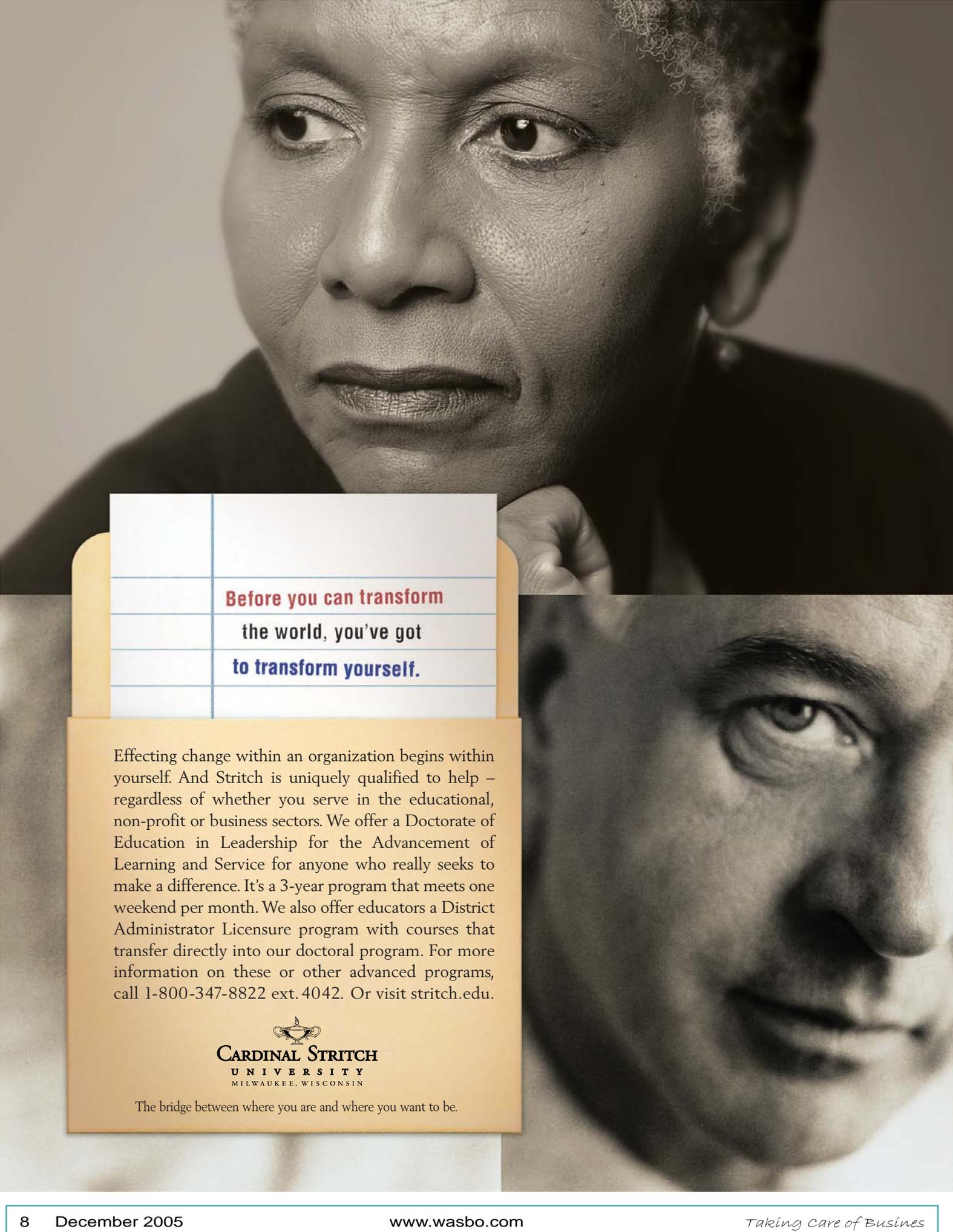


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BOOK REVIEW

Values Shift

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

Values Shift written by John B. Izzo and Pam Withers provides the essence of leadership through practical insights into worker expectations. John B. Izzo, PhD is well known in leadership circles as a visionary thinker, community leader, keynote speaker and environmentalist. He serves as president and CEO of Izzo Consulting, Inc., a training and consulting company that focuses on engagement and retention tools, people development and career development programs. Pam Withers has spent more than 20 years in the publishing industry as a journalist, magazine editor, circulation director, associate publisher and consultant to magazine publishers. She is a regular contributor to business magazines and a recent finalist for a business-writing award.

Values shift is 206 pages in length divided into 3 parts. Part One, "Winning the Changing Workforce" describes the retention game, the four forces (Family, Economy, Society and Technology) that have changed how we seek work. Part One also provides an understanding of demographic differences in work values, the age issue: baby boomers-(born 1947 to 1962), Generation X (born 1963 to 1977), Generation Y or Net Generation (born 1978 to 1998). The major differences between generations are identified-each with potential for conflict and involve work ethic, technical competence, company loyalty, and people skills. The book also discusses the gender gap and diversity as they relate to work values.

Part Two "The Six Expectations of the New Workforce" meticulously describes the six expectations (balance and synergy, noble cause, personal growth and development, partnership, community at work, and trust). The essence of balance and synergy is more time for personal life. A desire for greater balance and harmony between work and one's personal life comprises the first of the six shifts in what today's workers want from work. Workers want less compartmentalization of their lives and more flow across the boundaries of work and personal life; i.e., flexible schedules, extended leaves, sabbaticals, work at home, care

issues (spouse, child or parent), college scholarships and more. They want a balanced "diet" of work and personal life!

The second expectation is "noble cause" - why people are drawn to value-driven companies. They want mission statements that inspire loyalty, company values to motivate them personally and expect companies to state and live up to higher aspirations. People want Mission Statements such as:

- Mary Kay Cosmetics - "unlimited opportunity to women"
- Merck - "to preserve and improve human life"
- Sony - "joy of advancing and applying technology for the benefit of the public"
- 3M - "to solve unsolved problems creatively"
- Disney - "to make people happy"

The experience of making a difference and the pleasure of giving something back to the local community pay dividends to the company in psychological, cultural, and financial ways.

The third expectation is "personal growth and development". Learning new skills and training is a philosophy that Gen X & Y expect from companies. Career building skills are the new security for today's workers. Companies either promote personal growth or pay the price with turnover.

The fourth expectation is partnership. The desire of today's workers to work on more equal terms with their bosses to embrace the concept companies need to understand that partnering entails five distinct traits:

- Communication above rank
- Open books
- Performance-based pay
- Partnering leaders
- Vigilance and attention to symbolism

that allow greater freedom, flexibility, and experimentation of work teams.

The fifth expectation is community at work. The

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Chad Trowbridge
WASBO Director

Director's Corner

Food Service Done Right: A Recipe for Success

Many School Districts throughout Wisconsin struggle with their Food Service program. Either the program operates at a deficit or student participation is poor. Here are some ideas that can help improve your program:

- Hire a Food Service Director with a degree and experience in Dietetics. If this is not an option for you, consider consultation with a Dietician or a Nutritionist. The days of just following the food guideline minimal requirements and food pyramids are passing us by.
 - Create a pleasant environment where children eat. Often times cafeterias double as areas that serve more than one purpose. Look at ways to make it more pleasant, a little paint, décor, music, and table arrangements can make a big difference.
 - Allow adequate time in the cafeteria. If you have children getting through the lunch line and only have 5 minutes to eat, it's going to be a negative experience for them. Consider an additional serving line, or allowing additional time in the day for the lunch period.
 - Get children's attention early on. Institutional food gets a bad rap right from the start. Public perception is that we are not any different than hospitals or the airline industry. We need to get kids on board with school lunch early in their elementary years. They need to have a basic level of trust that the food may not be their favorite every day, but it will be prepared well and they will have choices, and a pleasant environment. If they qualify for free and reduced lunch, work hard to make sure that they apply until they are no longer eligible. They are a real captive audience!
 - Speaking of choices! Children need to have a choice in the serving line. Having two entrée items can really boost participation. Allowing children to make decisions about what they want to eat helps them feel good about what they eat and about the food service program. Children need to choose what to eat, not eat versus not eat.
- Preparing an additional entrée is not as difficult as it might sound.
- Try some new things. As we look at menus they tend to be quite repetitive. With a second entrée option, it allows you to "test" the market with new items. In most cases, children are really excited about new things.
 - Food Service Staff need to be positive. Kitchen work is typically fast paced and physically strenuous. Provide customer service training to your staff. A smile in the lunch line can make quite an impact on the quality of your program. Remember that courtesy is a two way street.
 - Provide training for the Food Service Staff in alternative or different cooking methods. New items cause us to prepare food differently. What seems impossible can most often be accomplished if it is approached seriously.
 - Involve the Food Service Staff in menu planning. Once they embrace the idea of doing things differently, they will likely have some ideas of their own.
 - Set lunch prices accordingly. Labor costs rise every year. Make sure to adjust your lunch prices accordingly. If you lose money one year, it is twice as hard to get back to break even the next year.
 - Student perception is the key to success. If children have a good experience in the cafeteria, word spreads quickly. Don't hesitate to advertise in your schools. If the overall quality of the food service program improves, participation numbers will increase.
 - Listen to your audience. Just ask the children and they will tell you what they like and what needs to improve.
- If your Food Service Program needs a tune up, consider some of these ideas. If your Food Service Program is doing well, apply some of the above criteria and see if it can be better. We do have captive audiences, now we just need to please them.

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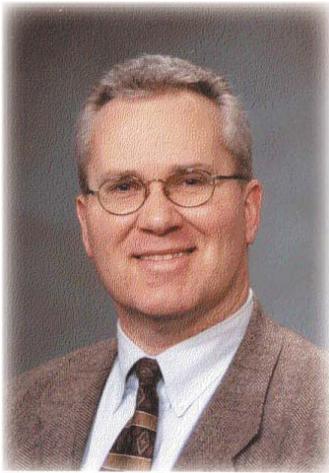
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Legislative Update Aligning Wisconsin Statutes Chapter 115 with IDEA 2004

Senator Luther Olsen and Representative Debi Towns will soon introduce the SAA's legislation to align Wisconsin Statutes Chapter 115 (special education procedures) with IDEA 2004. This legislation is the SAA's top priority for the remainder of the 2005-06 legislative session. The SAA's

position on this issue is outlined below.

The School Administrators Alliance (SAA) supports aligning Wisconsin's special education processes contained in Wisconsin Statutes Chapter 115 with the federal Individuals with Disabilities Education Act (IDEA) 2004. The SAA views this as a child-centered approach to improving services for children with disabilities. If adopted, the "aligned" Chapter 115 would:

- **Allow teachers to spend less time on process, paperwork and meetings and more time in direct contact with students.**

At the heart of the debate over the rewrite of Wisconsin Statutes Chapter 115 is a philosophical difference of opinion over how to achieve "quality education" for children with disabilities. Teachers often complain about not having enough time in their daily schedules to see students and comply with myriad procedural safeguard requirements. The SAA believes that "quality education" can only emerge with an increase in direct face-to-face student-teacher contact.

On the other hand, Wisconsin parent and advocacy organizations, often led by attorneys, equate "quality education" with more procedural safeguards, more paperwork and more meetings that take teachers away from direct student contact. In fact, these organizations would like to add even more requirements to Chapter 115. In authorizing IDEA 2004, Congress shifted the program emphasis from one of compliance to improving

educational outcomes and accountability for all students. Chapter 115 should also reflect this new emphasis.

- **Simplify the confusing web of state and federal special education regulations and protect school districts' ability to finance educational opportunities for students with disabilities.**

In authorizing IDEA 2004, Congress sent a strong message to the states: 1) identify any state-imposed requirements not necessary to implement federal special education law, and 2) minimize the number of such requirements. In doing so, Congress acknowledged that the number and complexity of state and federal special education regulations is out of control and places a tremendous burden on teachers, administrators, parents and local taxpayers. Congress' action also strongly suggests that the federal government may soon disallow the use of federal IDEA funds to pay for state requirements exceeding federal special education law.

- **Reduce costs.**
Reducing paperwork, unnecessary meetings and reevaluations, as well as reducing the need for substitute teachers (for those classroom teachers currently required under Chapter 115 to attend IEP meetings for which their input is not needed) will provide savings that can be redirected to meet the priority needs of students in the district.
- **Reduce costly and time-consuming litigation.**
IDEA 2004 continues to protect the procedural and civil rights of children with disabilities while at the same time greatly improving the complaint resolution process resulting in a far less adversarial relationship between parents and school officials. The new law also strongly discourages parents from filing frivolous due process claims. In doing so, it allows school districts to spend scarce human and financial resources on students needs, not attorney fees.

Continued on page 23

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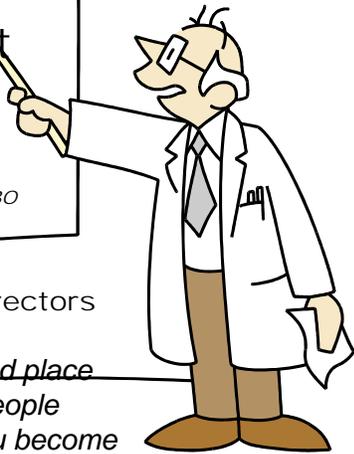
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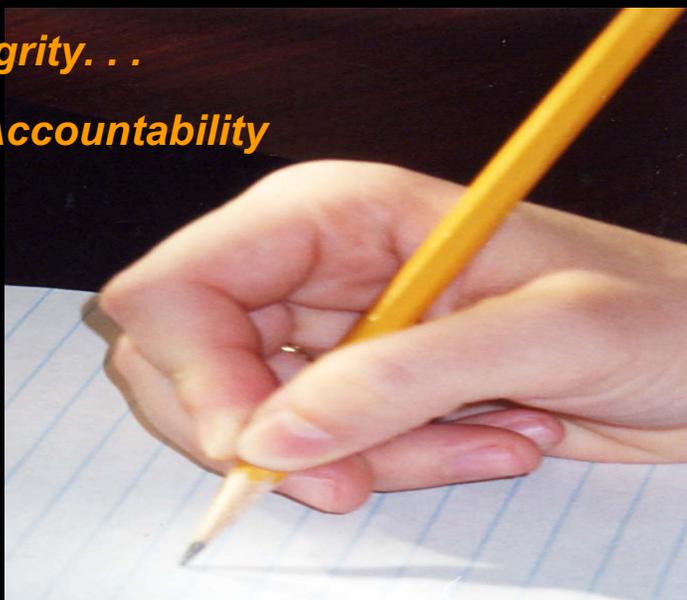
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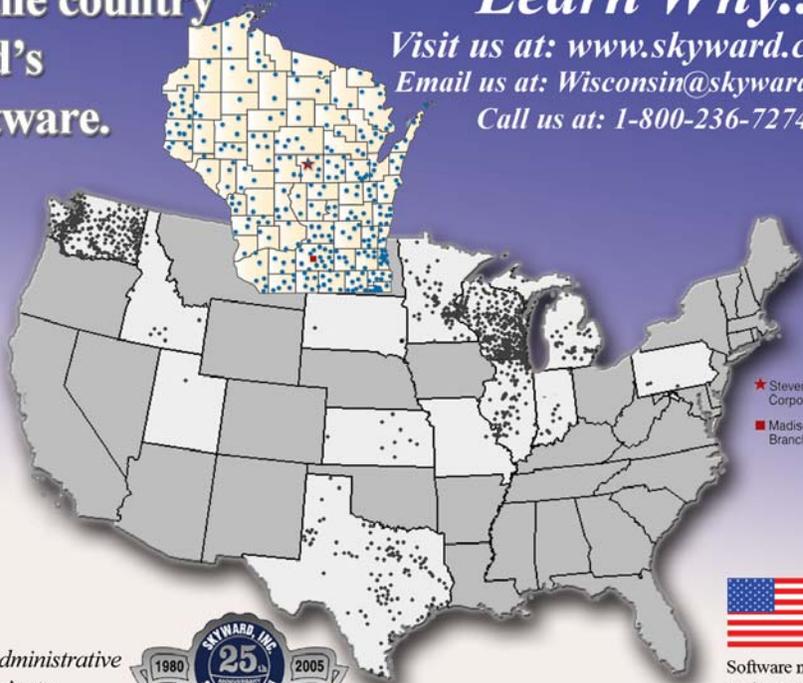
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**Todd Gray, Assistant Superintendent of Business/Personnel
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Continued from page 9

focus on work as one of the primary sources of social fulfillment is new and represents an important and fundamental shift in how we see work. Work is now seen as a major source of friendships, fun, mentoring, and connection. Many workplaces offer the following:

- Day Care
- Personal Care (hair salon, dentist, counselors)
- Fitness Center
- Sports Court (basketball, tennis, volleyball)
- Food Court (cafeterias, gourmet lunches, coffee)
- Barbeque and Beer Night (Friday)
- Library
- Internet Café

“I believe that the ultimate in self-actualization is when a person is confused about the difference between employment and recreation.”

--- *Ken Blanchard*

The sixth expectation is trust. Workers long for the very thing they feel they have lost: to work for an honest firm that will tell them the truth and live by an admirable code of ethics. Researchers who studied seventeen million employees in forty countries found that people value eight distinct behaviors:

1. Treat others with uncompromising truth
2. Lavish trust on your associates
3. Mentor unselfishly
4. Be receptive to new ideas, regardless of their origin
5. Take personal risks for the organization's sake
6. Give credit where it's due
7. Do not touch dishonest money
8. Put the interest of others before your own

Business consultants tend to agree on the following keys for leaders to create a trustworthy relationship with employees:

- Maintain integrity
- Openly communicate vision and values
- Show respect for fellow employees as equal partners
- Focus on shared goals more than on personal agendas
- Do the right thing regardless of personal risk
- Listen with an open mind

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“We must find our duties in what comes to us, not in what might have been.”

George Elliot

Book Review - Values Shift

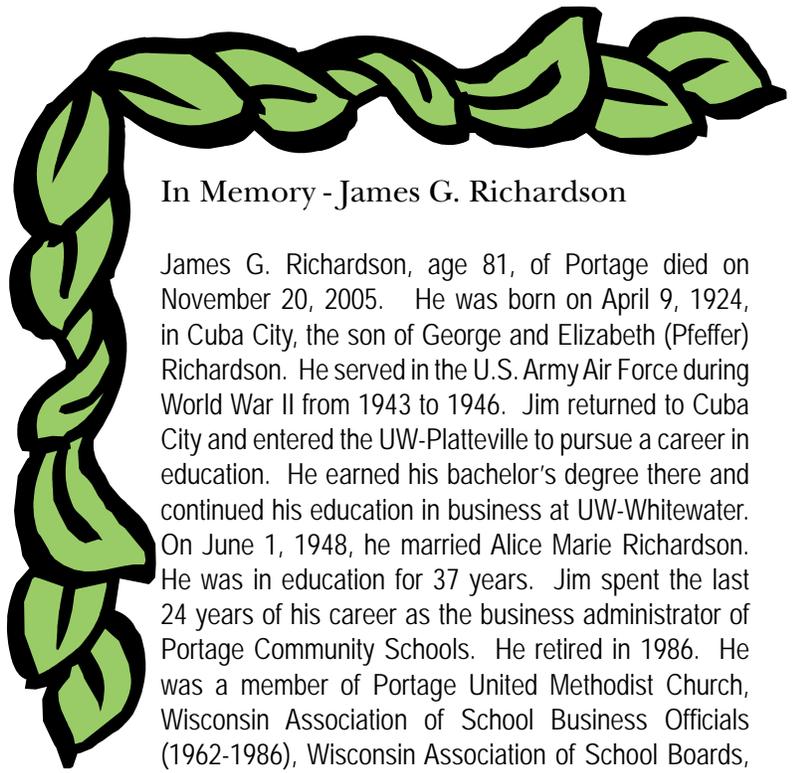
Continued from page 9

- Demonstrate caring and compassion
- Maintain confidences

The third part of *Values Shift* is getting started. Today's companies must be built around employees' wants, needs and ultimately, their expectations. Each chapter on the expectations has an assessment tool for either self or group assessment. You can get started by:

- Read the book *Values Shift*
- Have the leadership team read the book
- Meet and discuss each expectation
- Brainstorm ways your organization could respond to each shift
- Identify shifts that you can commit to implement
- Make the commitment

Values Shift describes the six worker expectations that are changing the face of work. While the book emphasizes the private sector, much can be learned that is applicable to the public sector, and schools should be learning organizations. This is a must read for all leaders who want to maximize people's skills, talents and self.



In Memory - James G. Richardson

James G. Richardson, age 81, of Portage died on November 20, 2005. He was born on April 9, 1924, in Cuba City, the son of George and Elizabeth (Pfeffer) Richardson. He served in the U.S. Army Air Force during World War II from 1943 to 1946. Jim returned to Cuba City and entered the UW-Platteville to pursue a career in education. He earned his bachelor's degree there and continued his education in business at UW-Whitewater. On June 1, 1948, he married Alice Marie Richardson. He was in education for 37 years. Jim spent the last 24 years of his career as the business administrator of Portage Community Schools. He retired in 1986. He was a member of Portage United Methodist Church, Wisconsin Association of School Business Officials (1962-1986), Wisconsin Association of School Boards, Wisconsin Retired Educators Association, Portage Elks Club, past president of Rotary Club, former member of the Divine Savior Hospital Board, past member of Wisconsin Education Association and National Education Association. He is survived by his wife, Alice; one son, Cedric, a daughter, Debra, and five grandchildren.

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Record Numbers Attend The Politics of School Finance Seminar



SAA Director of Government Relations, John Forester, tells it like it is at the State Capital.

One hundred and twenty seven registered for the November Taking Care of Business Seminar. Those numbers attest to the level of interest and concern school people have in the subject of school finance. Jack Norman of the Institute For Wisconsin's Future made his case for increased funding while dispelling the myth that Wisconsin is a tax hell. He emphasized how the shift of property taxes to residential property has turned taxpayers against almost any proposal that would increase their taxes. He suggested an increase in the sales tax and a forgiveness of property tax on the first \$60,000 of property.

University of Wisconsin professor Allan Odden outlined the steps and procedures he and his advisory committee are taking to establish a number that would provide adequate funding for a Wisconsin student to meet the state's performance standards. His work would establish a foundation amount on a statewide basis that school districts could exceed by referendum. Children in poverty, English as a second language and those with special needs would be weighted. Unique rural and large city challenges would also receive special attention from his committee.

Bob Lang of Wisconsin's Fiscal Bureau was asked to look into the future of school funding. He preceded that charge by tracing the history of school funding in Wisconsin. He cited the fact that the current model is now about 50 years old. He went on to indicate that it would not be realistic to assume that the legislature will be in a position to infuse any large amount of money in school funding in the foreseeable future. He predicted it will be the courts that create the next

Continued on page 19

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significant change in the school funding formula. He suggested that Dr. Odden's study will generate an adequacy formula. Armed with that information, Jack Norman might file a suit and we could have a new model for funding Wisconsin's schools.

WASBO faculty members addressed the issues of establishing budgeting priorities and managing post employment liabilities, most of which are currently being funded with current year revenues. School district employees have now become more aware of the cost and obligations taken on by their employers to provide them with retirement benefits. The subject is not an uncommon topic of discussion at the negotiations table.

There are more and more demands being placed on the legislature to meet social needs. School funding is only a part of the mix. The political process to address funding state obligations keeps the Legislature in full time overdrive.

Welcome New Members



- James Goeser, Citizens Bank
- Ronald Gran, Finance Manager, Drummond School District
- Bethany Grigsby, Student
- Danielle Knutowski, Student
- Cynthia Niewolak, Commerce Bank
- Mark Pender, Commerce Bank
- George Slupski, District Administrator, Raymond School District
- Christine Valenti, Viterbo University
- Nicole Welch, Citizens Bank

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IMPORTANT INFORMATION FROM YOUR WASBO TRANSPORTATION COMMITTEE

New Requirements for School Bus Drivers

If you were unable to attend the WASBO Transportation Conference in March, you missed Gary Guenther and Terry Ewing from the Wisconsin Division of Motor Vehicles (DMV) presenting information about the new requirements for school bus drivers resulting from the passage of Wisconsin Act 280. Act 280 was passed on April 19, 2004 and the changes went into effect on November 4, 2004. The WASBO Transportation Committee would like to take this opportunity to provide a summary of the changes. These changes will affect school district and school bus contractors hiring procedures for school bus drivers and the information that will need to be collected from potential new drivers.

The new legislation requires the **WisDOT** to:

1. Conduct criminal background checks at issuance, renewal and at the four year midpoint of all school bus "S" endorsements.
2. Identify felonies that disqualify drivers from holding a school bus "S" endorsement for periods ranging from two years from the date of the conviction to the lifetime of the driver. **(See Form MV-3740 dated 12/2004 or 2/2005)**
3. Require drivers to fill out a self-certification indicating they are conviction free and require the driver to provide information to the state if they haven't been a resident for the previous two-year period. This pre-screening is to be used by both WisDOT and schools or school bus contractors who employ the drivers. **(See Form MV-3740 dated 12/2004 or 2/2005)**
4. Require fingerprinting for the purpose of conducting an FBI criminal background check on drivers who have lived out-of-state or have held a license from another state in the previous two years. The criminal background check that the DMV performs when issuing a school bus "S" license covers only Wisconsin criminal activity that is recorded by the Wisconsin Department of Justice, thus the need for a Federal FBI check.
5. Any new school bus "S" driver meeting the

above criteria of holding a license in another state within the last two years will be notified by letter of the need to submit to fingerprinting. The letter comes from the DMV Central Office and allows the driver 30 days to complete the fingerprinting process.

- a. The letter gives the driver information on how to contact Promissor (the fingerprint vendor) for an appointment. Appointments can be made on the internet (www.wisconsinfingerprinting.com) or by phone (888-204-6196). Promissor has locations in Eau Claire, Elm Grove, Green Bay, Madison, Sparta and Wausau. If the driver lives more than 50 miles from the nearest Promissor location, they can arrange to meet with Promissor at an alternative (closer) location. The only way to arrange an alternative location with Promissor is to call by phone.
- b. When a driver makes an appointment with Promissor they should be charged \$57.00. This includes an \$18.00 dollar service fee (for Promissor), a \$15.00 state fee and a \$24.00 dollar fee to cover the FBI background check. Promissor requires a guaranteed form of payment (credit or debit card) before they will schedule an appointment.
6. Require drivers to notify their employer, in writing, within 10 days of any accident in which they were involved as the operator of a motor vehicle, regardless of whether they were issued a traffic citation or charged with an offense.
7. Require drivers to notify their employer of any license withdrawal from Wisconsin or any other state.
8. Increase fees for an original, renewal or addition of a school bus "S" endorsement. The fees are in addition to the normal renewal or issuance fees currently charged by the department.

Continued on page 21

The legislation further requires:

- That any contract between a school district and a contractor includes language requiring the contractor to comply with the above provisions. Specifically, Wisconsin Statutes Section 121.52(2) b requires that any contract between a school board and an owner or lessee of privately-owned motor vehicles transporting pupils for compensation entered into, modified or renewed on or after February 1, 2005 must include a requirement for the owner or lessee to take any action necessary for the school board or owner/lessee to comply with the above stated requirements.
- School boards to release the name of each driver who transports a pupil upon written request of the pupil's parent or guardian. (Wisconsin Statutes Section 121.52(5))

The information for this article came from the Wisconsin Department of Transportation and their website at <http://www.dot.wisconsin.gov/drivers/drivers/apply/types/bus-leg.htm>.

When a new driver (that has lived out-of-state or has held a license from another state in the previous two years) passes all of the necessary tests they will be issued a valid Wisconsin Commercial Drivers License with a school bus "S" endorsement (assuming they have no unacceptable criminal activity in the State of Wisconsin.) The driver will then receive the letter from the DMV that gives them 30 days to submit their fingerprints to Promissor. The driver will then be notified if they have failed the FBI background check.

The school district and / or the school bus contractor will not be notified. There is a potential that the person fails the FBI background check and they will have driven your school bus for an undetermined amount of time. For most school districts and school bus contractors, the number of people that will need to submit fingerprints is quite low.

To keep updated on these and other important school transportation topics, please consider attending the 2006 WASBO Transportation Workshop. The workshop is: Wednesday, March 1, 2006 at the Kalahari Resort in the Wisconsin Dells.



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ASBO Action Alert Is the "65% Solution" Coming to a State Near You?

Many states are already facing proposals that could affect how education funds are distributed.

For every dollar spent by public schools, how much should be spent in the classroom? Patrick Byrne, founder of online retailer Overstock.com, says that 65 cents of every dollar should be spent on instruction, which he defines using the federal definition for "instructional expenditures." The National Center for Education Statistics (NCES) defines instructional expenditures as "current expenditures for activities directly associated with the interaction between teachers and students. These include teacher salaries and benefits, supplies (e.g., textbooks), and purchased instructional services."

According to a report by NCES, across the states in the 2002-03 school year, 61.3% of current expenditures were spent on instructional costs. Only 2 states, Maine (67.1%) and New York (68.7%), currently reach the 65% threshold.

First Class Education, the group founded by Byrne to promote this initiative, states that its goal is to have every state and the District of Columbia pass a law requiring each school district "to spend at least 65% of its education operational budget in classrooms for the benefit of teachers & kids."

Several states have taken action on this proposal already, and the First Class Education Web site maintains a page dedicated to tracking developments across the states.

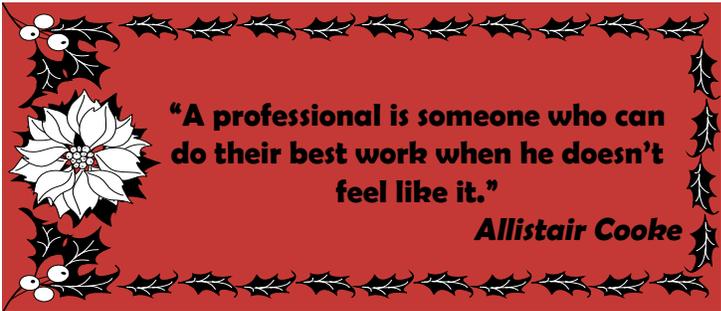
The School Evaluation Service of Standard & Poors, developers of the School Matters database, produced a report evaluating the proposal and concluded that "higher instructional spending allocations are not consistently linked to higher achievement levels."

An overview of this issue appearing in the June 8, 2005 issue of Education Week is available here, and more recently (October 12, 2005) here.

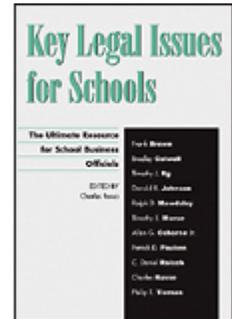
The American Association of School Administrators posts some talking points on the issue here.

The mission of ASBO International is "to promote the highest standards of school business management

practices, professional growth, and the effective use of educational resources." Additional resources on this issue from ASBO are forthcoming, to include an ASBO Encounters Web seminar in January, and an article in the February issue of *School Business Affairs*. To access the links in this alert, go to <http://capwiz.com/asbo/issues/alert/?alertid=8290481&type=CU>.



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Legislative Update Aligning Wisconsin Statutes Chapter 115 with IDEA 2004

Continued from page 12

- **Simplify discipline procedures.**

Disciplining students with disabilities has long been a source of confusion and conflict among school administrators, school boards and parents. IDEA 2004 makes disciplining students with disabilities much less complicated and burdensome.

An amended Chapter 115, aligned with IDEA 2004, would improve educational services, simplify state and federal regulations, reduce litigation, foster a far less adversarial relationship between parents and school officials and improve school districts' ability to finance educational opportunities for children with disabilities.

If you should have any questions regarding the SAA's position on the issue, please contact me at 608-242-1370 or john.forester@wsaa.org. As always, thanks for all your efforts on behalf of Wisconsin school children.



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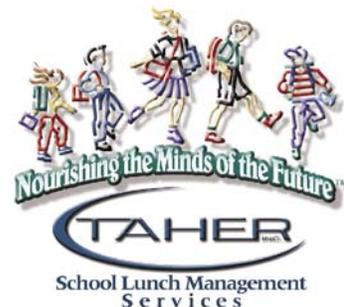
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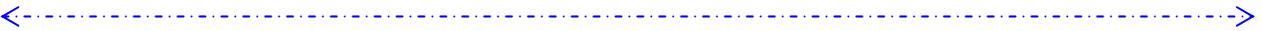
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♦ <i>Facilities Management Conference</i>	<i>Wisconsin Dells</i>	<i>February 28-March 1, 2006</i>
♦ <i>Transportation & Bus Safety Workshop</i>	<i>Wisconsin Dells</i>	<i>March 1, 2006</i>
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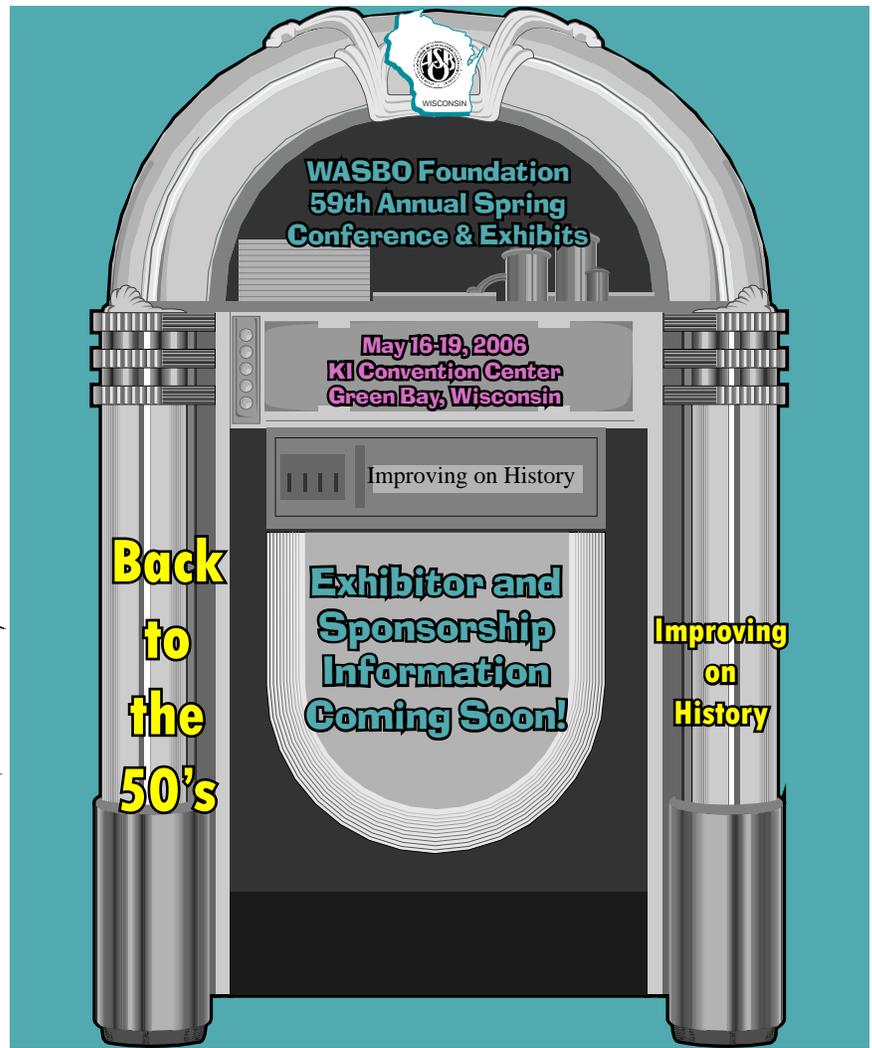
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Our service affiliate members can use our newsletter to inform the membership about their products and services. It also alerts them to the issues facing school business administrators. If they know what needs exist in school business management, they can better address them with their products and services.

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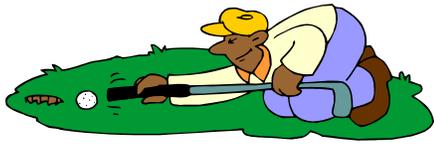


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Short Shots



– Facilities Management Conference in Wisconsin Dells, March 1 – WASBO Transportation and Bus Safety Workshop in Wisconsin Dells, March 29-30 – WASBO Accounting Seminar in Wisconsin Dells, May 16-19 – Spring Conference in Green Bay.

Way To Go Jon Novak of Iola-Scandinavia won the 5K Run at the ASBO Annual Conference and Exhibits held in Boston. In addition to his school management responsibilities, Jon coaches cross country at the high school.

Mentorship Training Mark your calendars to attend in Madison on February 20th and D.C. Everest on February 21st.

Mentorship Grant WASBO was awarded a \$5,000 grant from the DPI to train additional mentors. Watch for additional information if you are interested in becoming a trained mentor under PI34.

Support Your Regional Don't get into the habit of being out of touch with your colleagues. Everyone is busy, but don't let yourself be so busy that you lose contact with your support group. You can't learn many new and useful best practices by doing seat time at your desk.

Inadvertent Felon If you are a participant in the negotiation of a collective bargaining agreement in which your spouse or family member is a direct beneficiary, and if the agreement involves a total amount in excess of \$12,000, you may have committed a felony. This is just a reminder. Know the law.

Assembly Bill 167 Will give you much more investment latitude than you currently have to establish employee trusts. Since you may be plowing new ground it was thought that some guidelines to help you through the bill would be helpful. A number of your colleagues who have special expertise in this area will meet in December. Some guidelines will be forthcoming shortly after their meeting.

Facilities Manager Certification The certification program offerings have been edited and approved. The program is not static and is designed to incorporate new and updated offerings. In addition, the committee is in the process of discussing renewal requirements.

WASBO Website The staff is working on our new website every day. The updated database is almost complete. We promise you a first class website. Thank you for your patience.

Joint Convention The annual WASB/WASBO/WASDA convention is scheduled to be held in Milwaukee on January 18, 19 and 20. WASBO will be offering six sectionals of interest to its members and other attendees. For registration information go to www.wasb.org. Plan to be there!

Another WISE Grant The officers of the Wisconsin Institute for School Executives recently approved a grant of \$5,000 to determine the feasibility of the four administrator associations to share services within our building. With the approval of the respective Boards, representatives appointed by each president will work with an objective consultant to plan and conduct the study.

Where Are They? Kent Ellickson from Cambridge to Sparta (correction), Brent Richter from Argyle to Lodi, Jeff Hoegger from Sheboygan Falls to Minoqua, Candace Drury from Hartford to Glendale-River Hills/MapleDale-Indian Hills, Lynn Knight from student to Stevens Point, Carolyn Hintze from Juneau to Randolph.

Save Us Postage *Taking Care of Business* can be read on line from the WASBO website, www.wasbo.com. The direct link is emailed out when each issue is published. If you do not wish to continue receiving a hard copy, just send us an email to wasbo@wasbo.com.

Dates To Remember December 13 – Human Resources Seminar in Madison, January 18-20 – Joint Convention in Milwaukee, February 28-March 1



“Education is the best provision for old age.”

Aristotle





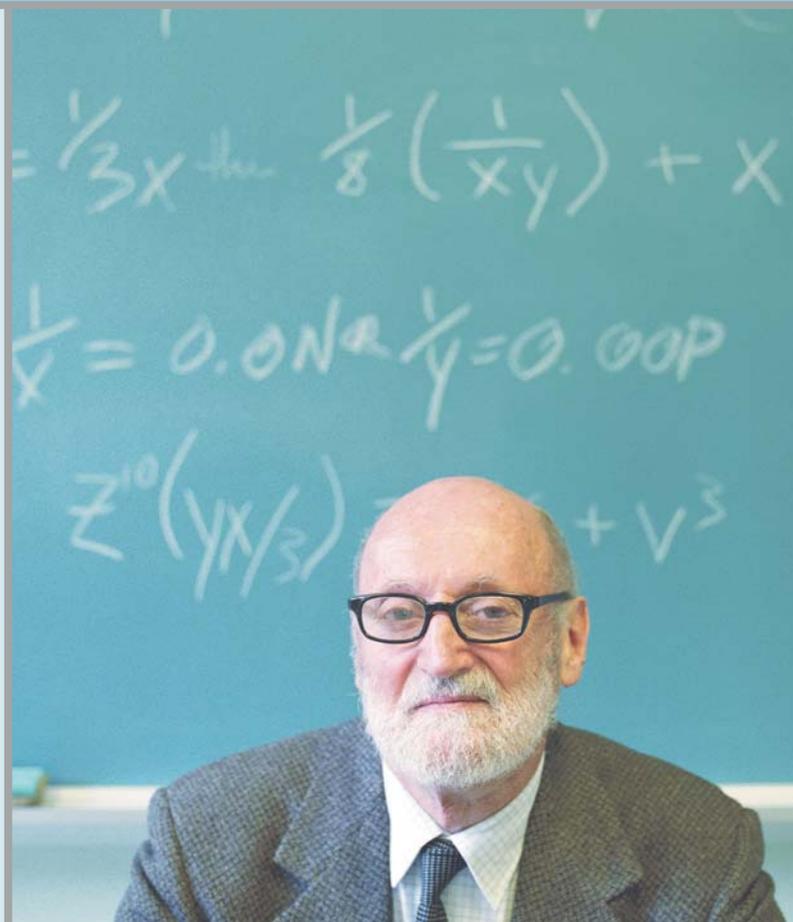
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PRICE ≠ COSTSM prolonged recovery, temporary hires and other factors) is the preferred course. For years, Wausau and the Wisconsin Association of School Boards have worked hard to develop effective ways to improve school safety programs and cut risk-related 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



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WASBO Calendar

Professional Development

December 13, 2005

WASBO/WASPA Human Resources Seminar, *Radisson Hotel & Conference Center, Madison*

January 18-20, 2006

WASB/WASBO/WASDA Joint Convention, *Milwaukee*

February 28-March 1, 2006

WASBO Facilities Management Conference, *Kalahari Conference Center - WI Dells*

March 1, 2006

WASBO Transportation & Bus Safety Workshop, *Kalahari Conference Center - WI Dells*

March 29-30, 2006

WASBO Accounting Seminar, *Ho-Chunk Conference Center - WI Dells*

May 16-19, 2006

WASBO Foundation Spring Conference & Exhibits, *KI Convention Center - Green Bay*

Board of Directors Meetings

December 14 - Madison

January 18 - Milwaukee

February 15 - Madison

Business Meetings

January 19, 2006 - Milwaukee

Regionals

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

December 9 Howard-Suamico
March 10 Ashwaubenon
June 16 Seymour (Jt. Meeting with NEASBO)

Northeastern/Fox Valley

February 10 Fond du Lac
April 7 Manitowoc
June 16 Seymour (Jt. Mtg. w/ Bay Regional)

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

December 14 School Insurance Guidelines
January 11 Tentative
February 8 Fraud Prevention
March 8, April 12, May 10
June 14 Tentative

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

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

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

December 9 Marshfield
February 3 D.C. Everest
March 3 Auburndale
April 7 Wausau
August 18 Antigo



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

October 14
December 16
February 17
March 24
April 21

Southwest - All meetings will be held at the CESA #3 office in Fennimore. Lunch at noon is optional. Meetings begin at 1:00 p.m.

December 14
February 17
March 15
April 19

Committee Meetings

School Facilities Committee

January 19 - Milwaukee

Service Affiliate Committee

January 17 - Milwaukee

Spring Conf. Planning Committee

January 19 - Milwaukee

Safety Committee

February 1 - Madison

Transportation Committee

January 19 - Milwaukee

Business Briefs

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



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