



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

A Bi-Monthly Publication of the Wisconsin Association of School Business Officials - Volume 8, Number 4 - August 2004



KEEPING YOUR SHIP AFLOAT WASBO FALL CONFERENCE DOCKS IN SHEBOYGAN

It is no easy task as most of Wisconsin's school districts are encountering some rough water. Business officials know that it takes a skilled crew working together to stay the course. That is why the planning committee chose "Keeping Your Ship Afloat" as the theme for this year's Fall Conference. What better place to hold a conference with that theme than the brand new Blue Harbor Resort and Water Park on the lake front in Sheboygan. The Blue Harbor opened last month. It is one of Wisconsin's newest and largest resorts. You wouldn't know it now, but it sits on the site of a former coal storage area. You might say the comparison between then and now is as different as black and white.

While the location and facility are beautiful, it must be emphasized that the content of the conference offerings is most important, but then, who says you can't have an exceptional professional development activity in a nice place? While we are speaking in a rhetorical sense, who says you can't have some fun social activities? Your planning committee has thought of that as well. Before we leave this subject you should know that a very favorable rate was negotiated for the food and lodging at this upscale location. We may not be able to do it again in the future so plan to take advantage of this opportunity.

to a quick consensus when we saw a video of Greg Risberg, a professional speaker who has addressed over a half-million people in the past twenty years. Greg has brought his "Humor With A Message" to 48 states, as well as Canada, Great Britain and Australia. His opening keynote is entitled "Five Ways To Keep Your Ship Afloat" Greg knows that school business officials live in a world where they often feel more criticized than appreciated. He will make you laugh while he improves your communication skills.

The conference program is varied and addresses topics of interest for every job description. Larry Schoff of Rebuild America – the U.S. Department of Energy, will tell you how to find more "gold" to add to your budget by mining the nuggets that can reduce your energy costs. Topics dealing with technology, ethical decision making (not the vendor relationship kind), facility management (for those working on their facilities management certification), keeping your staff in ship shape, and a fun team building exercise with your shipmates which will also benefit boys and girls. How to access and use comparative data from a nationwide database will be presented by a representative of Standard & Poor's. An introduction to several new services which may benefit your school district is also included.

We previewed a number of keynote speakers and came

Continued on page 12

Community Insurance Corporation

Your neighbor and *trusted* friend.



At Community Insurance Corporation,

we understand that the needs and challenges facing school districts are unique.

To meet these needs, Community Insurance Corporation provides general liability, automobile liability, school board legal liability, property and worker's compensation designed specifically for school districts.

Experience what 75 percent of the counties in the state already know through the Wisconsin County Mutual Insurance Corporation: school districts controlling their insurance costs through a unique risk management and aggressive claims philosophy saves taxpayer dollars.

Take control of your insurance needs with Community Insurance Corporation. *It just makes sense.*

For more information on Community Insurance Corporation, contact:

Kim Hertz • 18550 West Capitol Drive • Brookfield, WI 53045 • 800.236.6885

www.communityinsurancecorporation.com



A subsidiary of the Wisconsin County Mutual Insurance Corporation

WASBO
Board of Directors

Mark Van Der Zee - President
Mike Garty - President Elect
Gail Moesch - Treasurer

Directors At-Large

Jeff Carew
Philip Frei
Bill Trewyn
Diane Pertzborn
Pat Finnemore
Jeff Mahoney
Sandy Jacobson
Keith Lucius
Andrew Licata

Executive Director

Don Mrdjenovich, RSBA

Taking Care of Business is issued bi-monthly by the Wisconsin Association of School Business Officials. Send address changes to: Taking Care of Business c/o WASBO, 4797 Hayes Road, Suite 101, Madison, WI 53704
Phone (608) 249-8588
Fax (608) 249-3163.
wasbo@wasbo.com
www.wasbo.com

WASBO Inc. and the WASBO Foundation do not endorse or stand behind any claims or products advertised in *Taking Care of Business*.

Publication Policy: *Taking Care of Business* is distributed by the Wisconsin Association of School Business Officials. The ideas and opinions expressed do not necessarily represent the beliefs and policies of the WASBO or its members. Neither the WASBO nor any of its members or representatives accepts liability for the contents or use of the articles appearing in this newsletter.

Editor: Don Mrdjenovich

A Message from the President

Participation is the Reward

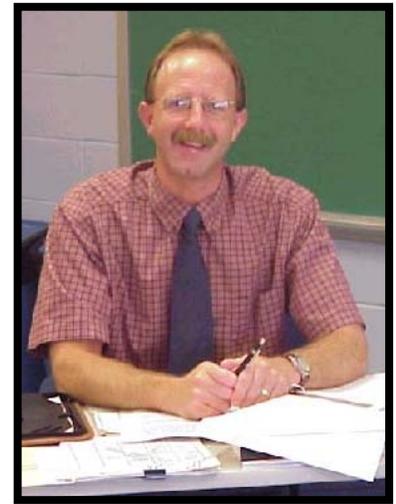
Last year at this time, President Owens stated that we begin the next school year with the fresh hope of new possibilities as WASBO enters a new strategic plan, a revised leadership model and an improved committee approach. At that time the membership was presented a new “Vision for the Future” that would begin the challenge of WASBO to become the most influential organization on significant Wisconsin school business management issues, by the end of the decade.

As I reflected on the strategic plan and began to prepare my thoughts for the new year, it became very clear to me that it was not only the plan itself, but all of the individuals who would participate in the plan that would ultimately bring success and allow our organization to realize its vision.

The challenge for me was how to build on the “Vision for the Future” and create a theme that would encourage members to participate in the growth of that vision. In my preparation, two statements stood out for me. One was a quote from Marion Wright Alderman that was shared by one of our students as she received a district Reaching for Excellence award. She stated that, “*Service is the rent you pay for living. It is the very purpose of life and not something you do in your spare time*”. I thought how true this was of school business officials as they approach their work whether it be in their districts or in organizations like WASBO. Another statement that stood out for me was that of a young man who became the inspiration for a scholarship to honor students entering the military through the Brian LaViolette Foundation. Prior to his death, Brian expressed his passion for living and appreciation for life’s inevitable challenges with his bedside words, “*The journey is the reward*”.

With those and other words providing the inspiration, the theme for this year was clear, “***Participation is the Reward***”. The theme also comes with a personal challenge for all members to get involved in the activities and opportunities offered through WASBO. The true rewards, both professionally and personally, do not come from gathering information alone but through the professional growth and networking opportunities with other school business professionals in pursuit of a common vision and mission.

WASBO’s mission is to provide professional growth opportunities, work for adequate funding and to advocate for educational opportunities for children. In support of the mission and as a result of the strategic planning meeting involving your Board and Committee Chairs, several new initiatives are being considered and/or implemented.



Mark Van Der Zee
WASBO President

Continued on page 5



Don Mrdjenovich
WASBO Executive Director

Exec's Reflections

Education and Politics

Under Wisconsin's State Constitution, the education of the youth of the state is the responsibility of the legislature. The administrative branch with its various departments also plays a significant role.

ensure that their perspectives and views are added to the mix of policy making information.

Teachers do not manage schools. School boards govern, but do not manage schools. School administrators manage schools. In addition, they are in the unique position to be quite sensitive to the views held by both teachers and school boards. It is they who must translate policies and rules into management plans. It is they who must allocate and assign both the human and financial resources of the district and its schools to implement what the legislators and rule makers have created. Having a voice which can inform the legislature and Governor's office of how proposed legislation or policy changes may affect the management of Wisconsin's schools is vital and needs to be a part of the mix of information and perspectives that our policy makers should know. That is why WASBO is a partner in the Wisconsin School Administrators Alliance, and that is why we ask all of our members to support the alliance. To not have a voice is to be responsible for outcomes without having contributed to the input side of the equation.

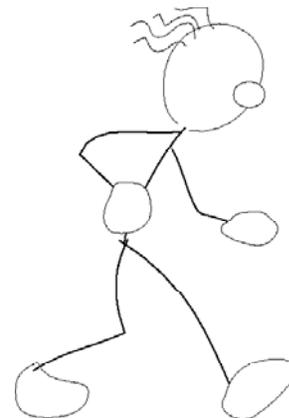
While maintaining its responsibility to public education, the legislature deemed it appropriate and practical to create local boards of education and extended to them certain designated powers and responsibilities. However, the legislature continues to be the major source of funding, rule making, and the policies by which local school boards must abide. Therefore, it is understandable that those wishing to influence public education target their efforts at the legislature and the Governor's office.

When educational policies, rules, laws or funding issues are presented to the legislature, it is important that they are well informed of the pros, cons, cost and impact on public education in Wisconsin if they are to make decisions which are in the best interests of the citizens of the state. That information comes from a variety of stakeholders too numerous to identify. The one thing they all have in common is a perspective that is unique to their interests. For example, the PTA may have a perspective and a position that is much different from the WMC's business community's view on the same issue.

The state's teachers are well organized and financed to ensure that the perspective of classroom teachers and their views on educational matters are well known and understood by legislators and the Governor's office. Likewise, local school boards are similarly organized to present the policy and law makers with a perspective on local governance issues. It has only been in recent years that those who manage the day to day operation of the public schools have organized to

**"Don't be afraid to take a big step
if one is indicated. You can't cross a
chasm in two small leaps."**

David Lloyd George



PARTICIPATION IS THE REWARD

Continued from page 3

A new Advocacy Committee will be introduced this year that will work alongside of the SAA committee. The goal of the committee is to provide professional development opportunities to educate members on how to better advocate for children through participation in various local and state legislative processes. The committee will look at how WASBO and its members can improve communications with our various publics, get our message out and work with legislators. The charge of the committee is to develop its vision, mission and goals for 2004-05. Director Jeff Mahoney has been asked to chair this new committee and is very excited about the future of their work.

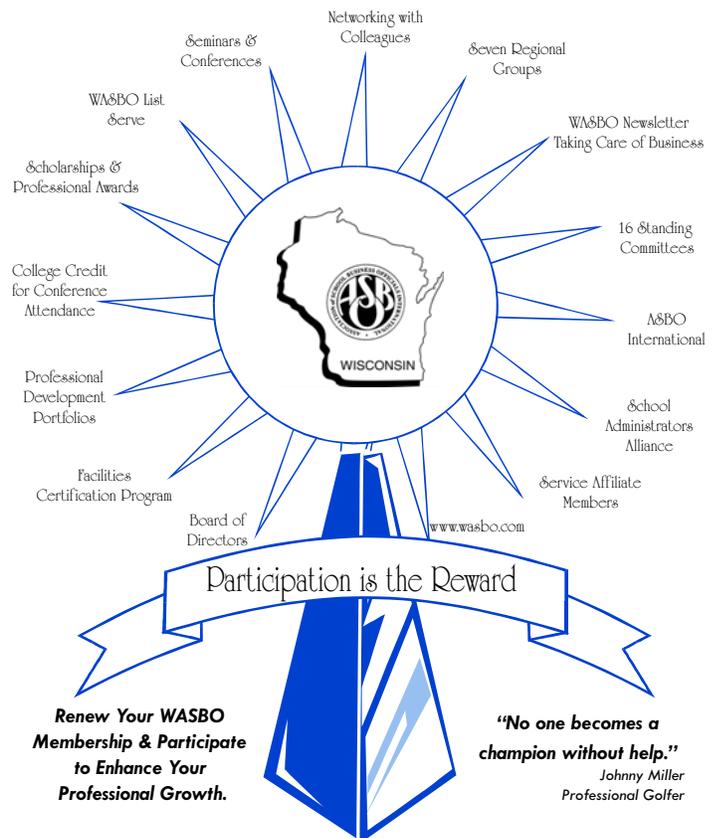
Another change to look for this year is the introduction of a Leadership Development Committee. With most of our standing committees involved in some type of professional development, the strategic planning meeting revealed that there is still a need to focus on specific "leadership" qualities and skills that can be used at the local, state and federal levels or within our own professional organization. More information will be forthcoming as this committee is developed.

As always, the plate remains full as we all work to meet the challenges of educating children. However, we can meet all of those challenges and more as we continue to work together and actively participate in WASBO opportunities. How can we all do that?

- Express your Interest and Sign up for Committees
- Participate in Committee Meetings and Activities
- Attend Workshops, Seminars and Regional Meetings
- Share your Knowledge and Expertise with Associates
- Begin to Consider Leadership Roles in WASBO and/or ASBO

And above all, have **FUN** and **ENJOY** the **JOURNEY!**

-Mark Van Der Zee-



WASBO Standing Committees

Contact a committee chair today to serve!

Committee Chair	Email
Accounting Ken Mischler	mischlerk@mpsd.k12.wi.us
Advocacy Jeff Mahoney	jeff_mahoney@mcfarland.k12.wi.us
Constitution Bob Borch	borchb@elmbrook.k12.wi.us
Joint Convention Doug Johnson	doug.johnson@oasd.k12.wi.us
Membership Erin Gauthier-Green	egauthier@greendale.k12.wi.us
Nominating Wendy Brockert	wendy.brockert@lakemills.k12.wi.us
Professional Imp. Diane Pertzborn	pertzdi@lodi.k12.wi.us
Fall Conference Diane Pertzborn	pertzdi@lodi.k12.wi.us
Retirement John Sackett	jsackett8860@charter.net
Safety Patrick Acker	patricka@acker-assoc.com
School Facilities Patrick Finnemore	pfinnemo@kUSD.edu
Thomas Beck	tbeck@neenah.k12.wi.us
Spring Conference John Sackett	jsackett8860@charter.net
SAA Steering Tom Owens	trowens@dce.k12.wi.us
Service Affiliate Jeff Carew	jcarew@pmanetwork.com
Technology John Gahan	jgahan@admin.greenfield.k12.wi.us
Daniel Honore	dhonore@kUSD.edu
Transportation Robert Avery	ravery@spasd.k12.wi.us



Thomas Hanson

What To Do With Inferior Blueberries

Should schools operate like businesses?

Accountability has moved to the forefront of many educational discussions lately. Tough federal mandates on schools have pushed administrators like myself to implement a number of major educational initiatives.

And self-proclaimed “education experts” (basically, anyone who’s ever attended school in the United States) have been quick to offer “solutions” on how schools should operate to be more effective.

One of the most misguided suggestions is that schools should run more like businesses. In this business model, students are “clients” and instruction is a “delivered service.”

Whenever I hear this business accountability analogy, I’m reminded of the story of Jaime Vollmer, a onetime outspoken critic of public schools. Vollmer is best known as the successful businessman lauded by *People* magazine in the mid-1980s for running a Midwest ice cream company hailed as having the best blueberry ice cream in the country.

Because of his notoriety, Vollmer frequently spoke to business groups on total quality management, zero defects, continuous improvement, and how to produce the highest-quality product. During one of his talks, at a business and education roundtable in Iowa, Vollmer lashed out at the inefficiency and lack of quality in public schools.

Vollmer insisted that the most significant problem with education lay within the school establishment and suggested that personnel work to keep the status quo and ward off the need for structural change. Vollmer ended his speech with a pointed statement: “If I ran my business the way you people operate your schools, I wouldn’t be in business very long.”

A TEACHER SETS HIM STRAIGHT

After Vollmer’s speech, a teacher in the audience raised her hand with a question. In an account he later published on his web site, Vollmer recounts their exchange.

The teacher began quietly, “We are told, sir, that you manage a company that makes good ice cream.”

Vollmer replied smugly. “Best ice cream in America, Ma’am.”

“How nice,” she said. “Is it rich and smooth?”

“Sixteen percent butterfat,” Vollmer said.

“Premium ingredients?” she asked.

“Super premium! Nothing but AAA,” said Vollmer.

“Mr. Vollmer,” the teacher asked, “when you are standing on your receiving dock and you see an inferior shipment of blueberries arrive, what do you do?” A silent room awaited Vollmer’s response.

“I send them back,” he said.

“That’s right!” she snapped, “but we can never send back our blueberries. We take them big, small, rich, poor, gifted, exceptional, abused, frightened, confident, homeless, rude, and brilliant. We take them with ADHD, junior rheumatoid arthritis, and English as their second language. We take them all! Every one! And that, Mr. Vollmer, is why it is not a business. It’s a school.”

There are other forces at play, too. Students we send to court usually have major academic and behavioral issues at school, plus family issues at home. Parental involvement—the key ingredient in reinforcing a school’s efforts to address student behavior or academic performance—isn’t always there to support educators.

A 180-DEGREE TURNAROUND

Thus began Vollmer’s transformation. Enlightened by the teacher’s stinging response, Vollmer began to

Continued on page 7

Continued from page 6

realize that schools are not analogous to businesses. Indeed, Vollmer was shocked into understanding what educators, who've been in the trenches, have known for years.

Public schools don't have any control over the quality of their raw materials. Moreover, school leaders can rarely count on specific, stable revenues to fund programs, even if they deem such initiatives to be important for a quality education.

Instead, schools must rely on revenue controlled by people in political positions, funds for which various constituencies compete. And educators must take all the raw materials they receive and be committed to doing the very best they can with those materials in accordance with the funding provided and under government mandates.

As those mandates increase and become more rigid, with little room for flexibility or creativity, the task becomes harder. This is an issue that all educators, myself included, grapple with constantly.

Vollmer now understands this situation. Since that confrontation with the teacher nearly 20 years ago, he has made a 180-degree change. He no longer believes the issue of school performance is simply a function of the people working within the system.

Today, Vollmer refers to himself as "a friend of public education." His web site (www.jamievollmer.com) is dedicated to strengthening community support for public schools and developing professional pride among the nation's educators.

Public school critics, and the staunch believers of the school-as-a-business model, should take note of Vollmer's enlightened view. Schools can never truly imitate the models associated with the business sector—nor should they—if education is to focus upon our children.

Thomas Hanson is superintendent of Maine School Administrative District #52. He writes columns on education issues for his local Maine newspapers.

Reprinted with permission. Appeared in June 2004 Issue of Scholastic Administrator.



WASBO Hosts ASBO Executives

It was Wisconsin's turn to host the annual meeting of the ASBO International Affiliate executive directors and ASBO leadership representatives. The executive directors meet annually on a rotating basis, east, west, and Midwest. The rotation evens out the cost of travel and provides an opportunity to see different areas served by ASBO International.

This year the focus was on association management and featured Bob Harris, a national consultant to not for profit associations. The participants gave him an A+ and wished they had more time to spend with him. Everyone learned several different and important aspects of association management. Those who learned that some of their policies and procedures may be illegal were especially anxious to get back to the office and take corrective action. WASBO was not in that category. However, we did learn that we have some work to do in developing a procedures manual and brought back a self assessment instrument that could help us to do a better job.

Kudos to the WASBO Board and committee chairs who developed the 2004-2005 vision statement and strategic plan. Unbeknown to us, Harris had taken it off of our web site and used it as an example of a good plan. He especially liked the vision statement and the fact that only four, doable goals were included in the plan. Next year, the group will meet in Hershey, Pennsylvania. It should be a sweet meeting.

"People are just about as happy as they make up their minds to be."

Abraham Lincoln

Around the Regionals

As in the past, the Bay Area and NEWASBO Regionals held their June meeting in Seymour where they listened to area legislators share their views on various legislative issues. The Taxpayers' Bill of Rights, open enrollment, and a number of the recommendations being made by the Governor's Task Force were the major topics of conversation. The meeting could best be described as a productive exchange between the legislators and the business officials. Perhaps the most productive aspect of the exchange of information and ideas was that the meeting gave school business officials an excellent opportunity to educate the legislators on what happens in the districts and schools when laws are enacted. The entire meeting was quite civil even though a number of issues could be described as polarizing, especially TABOR, tertiary aids, and declining enrollments. WASBO and the School Administrators Alliance encourage all of the regionals to get their legislators in for a visit. The more exchanging of ideas, the better the level of mutual understanding.

WASBO WISE GRANT

The WASBO School Facilities Manager Certification Program got a big boost when its request for a \$6,000 grant from the Wisconsin Institute For School Executives was approved. The grant will enable the committee to develop curriculum materials, standards and a syllabus that will lend consistency to its offerings. The committee is now able to engage the services of Dr. Orvin Clark of U.W. - Superior to work with the program and take it to the level of quality which the committee has assigned to this initiative. Previously, the committee received a \$1,000 grant from the Department of Public Instruction. That grant was used to develop the technical support for developing the necessary data base and record keeping applications.



LR, Rep. Carl Van Roy (R), Rep. John Ainsworth (R), Sen. Dave Hanson (D) field questions at the Bay Area & NEWASBO June regional meeting.

WASBO Award Deadlines August 31, 2004

School Business Official of the Year
Shining Star Award

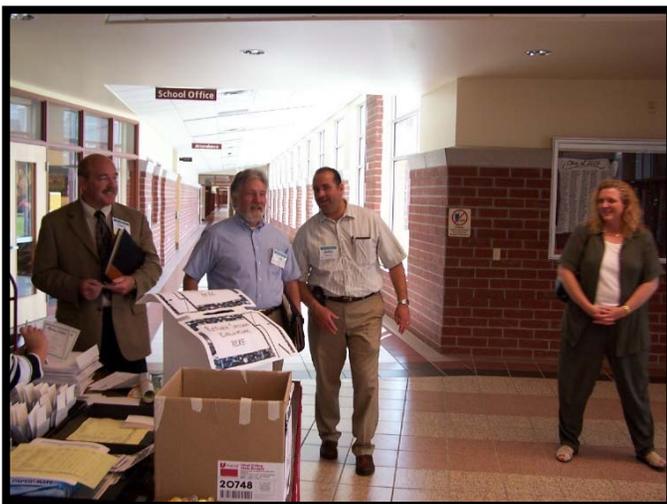
Go to www.wasbo.com for nomination information or contact the WASBO office.

THE ANNUAL WASBO CUSTODIAL AND MAINTENANCE CONFERENCE

This year's conference was hosted by the School District of Fond du Lac in their beautiful, new high school. The school is state of the art and heated and cooled from a geothermal source, an on site pond. This year only one site was used by the WASBO Facilities Committee resulting in an anticipated drop in attendance. However, the programs and demonstrations were well worth the time of the 414 who attended.

The private schools were well represented and much appreciative of the opportunity to take advantage of the educational and training opportunities offered at the conference. Topics ranged from floor and turf care to retirement. New equipment was proudly displayed by a number of participating vendors. The committee did an excellent job of planning something for everyone, from the beginner to the experienced professionals. WASBO gives a special thank you to the committee and a great host, the School District of Fond du Lac.

We also thank Siemens for hosting the conference lunch.



LR Gary Rosploch (Muskego-Norway), Tom Beck (Neenah), John Williams & Sue Schnorr (Fond du Lac) - Created an informal welcoming committee to the Annual WASBO Custodial Conference in Fond du Lac.



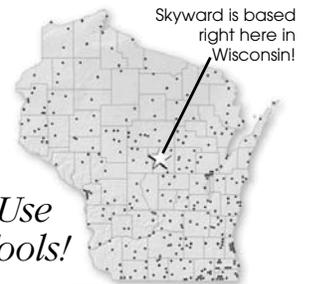
Perform and Communicate

Imagine a Human Resources Department available 24 hours a day! Skyward's Employee Resource Management Assistant (ERMA™) allows district employees to view their personnel information via a secure internet connection.



Make ERMA™ the newest member of your district staff and allow employees to:

- Review time-off balances; submit time-off requests.
- Create "what-if" scenarios with their paycheck.
- Receive district news and calendar information.
- Submit requisitions to your PaC Finance™ System.
- Review payroll information, withholding information, run reports, and much more!



Software made
in the U.S.A.

*These Schools Use
the Right Tools!*



The Right Tool for the Job.

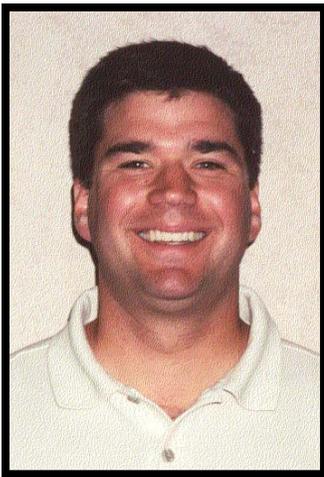
WI06024a

Administrative Software Solutions for the K-12 Environment:

800-236-7274 • www.skyward.com

**"Do not condemn the judgement of
another because it differs from your
own. You may both be wrong."**

Dandemis



Jeff Carew
WASBO Director

Director's Corner

These are Changing Times...

It is inconceivable that one person can be asked to be responsible for the selection of a voice/IP vendor, review a health insurance proposal, begin negotiations with the teachers union, meet with the redistricting committee, approve plans to replace a boiler system and calculate the amount to short-term borrow all

before lunch. That done, the afternoon can be open to begin conducting architect interviews, developing next year's budget and preparing for that night's finance committee meeting; and if all goes well it should be over well before midnight!

WASBO members are asked to do all of this and more each day. If the above scenario does not seem challenging enough, add a revenue cap, shrinking budget, brand new Superintendent and board that likes to be involved in the decision making process. It is at this point outsiders would consider the job impossible.

Wearing as many hats as business managers must, it is easy to see the importance of a WASBO membership. Educational bureaucracies are not known for rapid change or novel approaches. However, to keep in step with the new accounting standards, advances in technology, maximization of interest income, and the current Governor's initiatives, the business office must be a dynamic force. To meet the challenges members rely on WASBO to provide the guidance and support that helps their office stay ahead of the curve.

This reliance takes many forms, whether it is a sectional at a conference, a discussion after a regional luncheon, or simply a phone call to another member. WASBO facilitates the sharing of knowledge so that all can be successful.

Let's look at a few examples.....

As a service affiliate, I have been impressed by the development in the relationship between the WASBO membership and the Service Affiliates. Nothing

makes "sales" more satisfying than being relied upon for the development and implementation of a product or service. The WASBO members have partnered with Service Affiliates to be both a sounding board and making them an integral part of the district's operations. Service Affiliates have responded with customized solutions to complex problems.

Another example of this progress is the fall conference devoted to professional development. As positions shift from being managers to being leaders, the conference focus must also shift from just technical skills to other professional requirements.

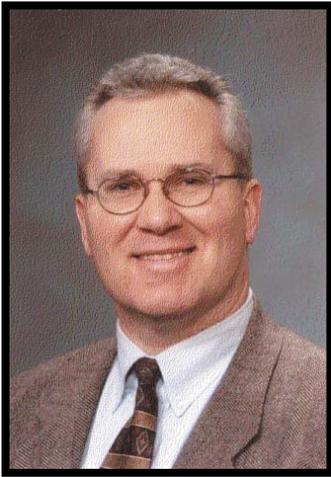
Evolution is evident in the development of the certification program that is designed to nurture, train and certify facilities directors. The realization of the importance of a safe and effective learning environment was imminent and the Facilities Committee responded to the challenge. This program is a great example of the membership working together to meet the expectations of the community.

On the national landscape, WASBO's new program to assist in funding its members who want to be involved in ASBO committees is another great example. Recognizing that a connection with the national association is an important one but planning, encouraging and funding leadership roles within ASBO is an important investment in leadership.

Although these are just samples of the countless efforts that define the advancement of WASBO, one need not look much further than the latest revision of the strategic planning process. If you haven't seen it go to www.wasbo.com and check it out. Understanding this process clearly demonstrates how WASBO can quickly react to the ever-changing school business environment.

Inherent in the design of WASBO is the ability to evolve. The structure is such that committees and committee chairs have a strong voice in the direction of the organization. Who would have thought it...a committee structure that works!

Continued on page 18



John Forester
SAA Director of
Government Relations

Legislative Update

SAA Committee Forwards Proposed Legislative Agenda

At its most recent meeting held in Wausau on June 14th, the SAA Legislative Committee approved a proposed 2005-06 SAA Legislative Agenda. The proposed agenda, which appears below, must receive the approval of the four SAA member associations before it is officially adopted. The Legislative Committee

will also have an opportunity to fine-tune the agenda to reflect changing political reality at its October and December meetings. If you should have any questions or comments regarding the proposed legislative agenda, please contact the SAA office.

School Administrators Alliance 2005-06 Legislative Agenda

State School Funding, QEO and Revenue Limits

The SAA supports continuation of the current level of state funding (as a percentage of total funding) for K-12 public education, and supports changing the current “sum certain” general aid appropriation to “sum sufficient” status. The SAA also maintains that any change in the QEO requires corresponding adjustments to revenue limits as well as changes in the current mediation-arbitration laws.

Health Insurance

The SAA supports measures that would improve the quality and efficiency of health care delivered to Wisconsin school district employees, and that provide school districts with the tools necessary to manage rising health insurance costs.

More Effective Use of Federal Funds

The SAA supports changing current law to allow school districts to match federal funds on categorically aided items (special education staff costs) without a reduction in categorical aid. The SAA believes these federal funds should only “flow through” the state and

should be considered school district entitlement funds to be used flexibly to meet the instructional needs of students.

High Cost Special Education Students

The SAA supports a permanent high cost special education categorical appropriation to reimburse school districts for 90% of the costs incurred in serving high cost special education students. This reimbursement would apply only to costs in excess of three times the state per pupil average.

Special Education Categorical Appropriation

The SAA supports an inflationary increase in the special education categorical appropriation. We also support making the special education categorical a “sum sufficient” appropriation.

Relief for Declining Enrollment Districts

The SAA supports allowing a district to use its highest enrollment within the past five years to calculate its maximum revenue limit.

Transportation

The SAA supports increasing the current level of state categorical aid funding to help school districts manage the rising cost of transporting Wisconsin school children.

Bilingual/Bicultural Aid

The SAA believes the state must recognize, with adequate permanent funding, that all school districts have financial needs in serving English language learners (ELL), and that these financial needs are growing with the statewide growth in ELL enrollments.

Four-Year-Old Kindergarten

The SAA supports maintaining the current level of state financial support for four-year-old kindergarten.

SAGE

The SAA supports maintaining the current level of state financial support for the SAGE program. The SAA also supports allowing school districts participating in SAGE to choose whether to lower class sizes in grades two or three; and flexibility in the mandated

Continued on page 12

FALL CONFERENCE

Continued from page 1

We are planning to make you all stars on a game show aboard our cruise ship. While you won't win a million dollars to add to your school district budget, there will be prizes and fun involved in this interactive learning activity.

If you are a landlubber, we have a great WASBO Foundation Scholarship Golf Outing planned at The Bull. Many agree that it rivals Black Wolf Run. Our use of this great golf course is being made possible by Hutchinson, Shockey, Erley & Co., your reception host, and Maritime Insurance, which is contributing to the cost of the green fees.

Thursday evening our ship docks for a fish boil and cookout and rocks to the tunes of the Bottom Line Band. You won't want to miss WASBO's very own mates Gary Siegman and Patrick Acker, both members of the band. It will be surf, turf and tunes!

Finally, for those of you who wish to receive credit, Viterbo University will be on site to register you for one credit using the same format as we developed for the WASBO Spring Conference.

Plan to drop anchor in the Sheboygan harbor for a great learning experience. Mark your calendars to be in Sheboygan for golf on September 29 and the Fall Conference on September 30th and October 1st. See you there!

LEGISLATIVE UPDATE

Continued from page 11

15-1 student-teacher ratio.

State School Finance System

The SAA supports a formula of school equalization aid as the primary distribution mechanism for the state's school finance system.

Categorical Aid System

The SAA supports a system of categorical aid for targeting state financial support to specific student services, programs and/or costs (special education, bilingual/bicultural, transportation, etc.), as opposed to a "weighted" system of general aid.

WASBO Mourns The Passing of Bill Harvey

William H. Harvey, 79, of Oshkosh, passed away unexpectedly in the garden on Monday, July 5, 2004. He was born in Portage on August 22, 1924. Surviving are his wife of 57 years, Ruth Harvey; children, Heidi (John) Stacy and Laura (Ken) Frakes both of Menomonee Falls and Tom (Cindy) Harvey of Brookfield; grandchildren, Jason (Jen) Stacy, Joel (Jill) Stacy, Jeff and Deanna Harvey; great-grandson, Jack Stacy; and brothers, Douglas and Robert Dalsbo. His mother, Margaret Harvey Dalsbo, preceded him in death.

Bill graduated from Portage High School in 1943. He served in the U.S. Army Anti-Tank Co. 145th Regiment and earned the rank of S. Sergeant. He was in the 37th Division overseas and the 106th Division while stateside. Ruth Brill joined him in holy matrimony on August 31, 1946 in Milwaukee. He earned his Bachelor of Education in 1950 from UW-Whitewater and received a Masters in Administration from UW-Superior in 1956. His career in education began in 1950 as a teacher and supervising principal in Wild Rose. He was the Business Manager for the Oshkosh Area School District from 1960-85. Bill was president and board member of the Oshkosh Senior Center for 3 years and president of the Wisconsin Association of School Business Officials in 1972-73. He belonged to the Veterans of Foreign Wars, Oshkosh Post 1908.

"If you really put a small value on yourself, rest assured that the world will not raise your price."

Anonymous

Beyond expectations.

Our commitment to being the best financial partner to our clients is second to none. Continuing our long-standing leadership in Wisconsin, we ranked as the No. 1 underwriter and financial advisor, on the basis of our combined transaction volume, according to Thomson Financial Securities Data.¹

Robert W. Baird & Co. is a valuable resource for:

- Fixed or variable rate bond issues
- OPEB (Post-employment Benefit) Planning
- Capital project planning
- Unfunded pension liability analysis
- Consolidation analysis
- Investments
- Budget forecasting
- Referendum planning

Baird's Public Finance Team is dedicated to exceeding your expectations. Call for a financial partner with your district's best interests in mind.

- Keith Kolb
- Vincent Lyles
- Mike Clark
- Lisa Voisin

777 E. Wisconsin Ave., Milwaukee, WI 53202
800-792-2473 ext. 3827

www.rwbaird.com

Baird /

Wealth Management . Capital Markets . Private Equity . Asset Management

¹Thomson Financial Securities Data, 2003

©2004 Robert W. Baird & Co. Incorporated. Member NYSE. Member SIPC. MC-17933



*e~Funds for Schools*TM
Powered by Magic-Wrighter



“e~Funds for Schools” is provided at NO COST to your school

- Now your school can accept credit card payments (**full** amounts – no lost fees).
- Schools can receive automatic pre-authorized payments from parents on a recurring basis.
- Parents can pay from their checking account or by credit card through the school's website.
- Your school can also receive automated payments from parents via touch-tone phone.

Add benefits to your school district without adding costs!

- Automated collection, tracking, and recording of funds received for various school activities such as lunches, field trips, special curriculum fees, supplies, and any other school items.
- Special interface into your school's student and lunch programs will automatically post funds received directly into student/family accounts; thus eliminating tedious data entry.
- Payments can be automatically assigned to multiple accounts, multiple activities, multiple organizations, and multiple school buildings and classrooms. Includes student history reports
- Maintains a stronger control of finances, cash flow, and administrative expenditures, while delivering a value added service to the school and parents throughout your community.

Streamline and organize payment collections by enrolling today!

MWI @800-782-8161 ext. 26 or email rwaelti@wi.rr.com

New School Administrators and Business Support Staff Workshop

This year the new business managers and bookkeepers were offered a comprehensive, two-day seminar. The first day featured topics such as borrowing and investing, risk management, post retirement benefits, partnering with municipalities and a legislative update. The second day featured the DPI Finance Team. They provided up-to-date information on business office functions pertaining to reporting and how to use DPI's new, user friendly on-line services. The forty-seven participants gave the seminar very high marks. There were many expressions of appreciation to WASBO for offering such timely and much needed information. They especially liked the opportunity to get their individual questions answered and knowing where to find needed information. Networking was also high on their agenda. WASBO thanks Stifel Nicolaus for their sponsorship of the breaks. The first day faculty and the DPI Finance Team also deserve our thanks and appreciation.



WASBO Past President Tom Owens presents a legislative update to the new business managers and bookkeepers.

"If you think you can or if you think you can't, you're right."

Henry Ford



Break out of the box...

(877) 663-0646
309 N. Water Street
Suite 150
Milwaukee, WI 53202

Public
Finance
Solutions

Stifel Nicolaus
...the idea factory

Budget Models
Leases
Bonds
Capital Plans
Loans
Investments
Notes
Refinancing

Education Task Force Reactor Panel

The Governor's Task Force on Educational Excellence report has been looked at from many angles by many legislators and interest groups. It is now the time for school administrators to have their kick at the cat. The SAA's John Forester will moderate a panel consisting of Dean Ryerson, Superintendent at Wisconsin Rapids, Sally Sarnstrom, Superintendent at Merrill, Deb Brown, Superintendent at Bruce School District and WASBO's Bob Borch, Assistant Superintendent for Finance and Operations at Elmbrook. Ryerson served as a member of the task force. Their panel response can be viewed by accessing <http://wasda.sonicboundary.com/taskforce/default.asp>.

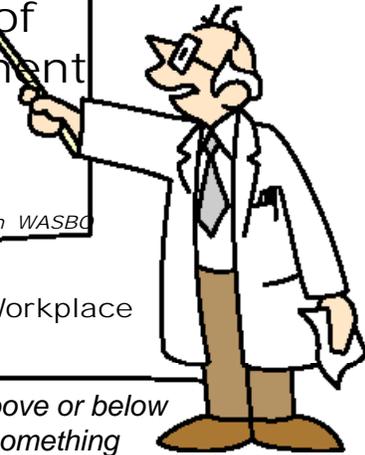
If you are in one of the hundred plus school districts that have subscribed to the WASDA School Management Video Library you can also access other programs from their web site, www.wasda.org.

To view the final report go to <http://edexcellence.wisconsin.gov>

Another in a Series of Management Short Courses

By Professor Wilhelm WASBO

Ethics in the Workplace



1. *Somebody above or below you is doing something that you know is unethical.*
2. *There are numerous political and job security issues weighing heavily on your mind.*
3. *You have two choices, act or don't act.*
4. *If you don't act, you become an enabler. If the news gets out and it can be determined that you knew but didn't act, you will be viewed as more than just an enabler.*
5. *Act.*



Dependability

You have been able to count on us when you have needed us the most.

For over 30 years, WEA Trust has provided school districts across Wisconsin with peace of mind by delivering quality benefits.

Trust is more than just our name, it's the way we do business.



Thank you for placing your Trust in us.

A not-for-profit organization serving Wisconsin public schools.

800.279.4000

weatrust.com

Keeping Your Ship Afloat Navigating Through Rough Waters



WASBO Foundation Fall Conference and Scholarship Golf Outing
September 29-October 1, 2004
Blue Harbor Conference Center and The Bull Golf Course
Sheboygan, WI



Scholarship Golf Outing at The Bull

Major Sponsors

Hutchinson, Shockey, Erley & Co.
and Maritime Insurance Group, Inc.

Take advantage of this special opportunity to golf a premier course, The Bull at Pinehurst Farms in Sheboygan Falls, Wisconsin. Maritime Insurance Group is contributing to your green fees to make this premier course affordable and Hutchinson, Shockey, Erley & Co. is again sponsoring a great reception.

From grassy, tree-lined, rolling meadows to holes carved out of mature hardwoods, The Bull at Pinehurst Farms will meander corner-to-corner over this 418 acre former dairy farm. Lakes, wetlands, and the Onion River will factor into decision-making on 15 holes.

Making certain that The Bull will play true and fair to all playing abilities, Jack Nicklaus has added many elements of risk-reward golf to this fabulous layout. This par 72 course will play to nearly 7,300 yards from the championship tees.

**Golf Clinic with the Pro Sponsored by Stifel Nicolaus at 9:30 a.m. (\$10)
Shotgun Start at 12:30 p.m. (\$75)**

Golf followed by Deluxe Hors d'oeuvre Reception and Prizes. (Included with golf fee or \$20 if not golfing)

Wednesday, September 29

9:00-11:30 Board of Directors Meeting
11:30 Golf Outing Registration
12:30 Scholarship Golf Outing Shotgun
6:00 Hutchinson Shockey Erley & Co.
Reception

Thursday, September 30

7:30-8:30 Registration & Anchors Away
Breakfast
8:30-9:30 Fiie Ways to Keep Your Ship Afloat!
Greg Risberg, MSW, CSP

School Business Officials live in a world where they often feel more criticized than appreciated. It's easy to get discouraged and wonder whether their efforts make any real difference. If you need to laugh and feel uplifted, this positive and upbeat program can help. With insight, warmth, and humor, Greg reminds you of your significance. In this session, you will share laughter with your colleagues, recognize and appreciate your own skills and talents, and learn useful ideas for communicating more effectively.

9:30-9:45 Crow's Nest Break
9:45-10:45 **Breakout Sessions**
- Caring for Yourself and Your Crew
- Budgeting for School Facilities Departments
- Harnessing the Power of Analysis and Data to Chart Your Course

10:45-11:00 Crow's Nest Break
11:00-12:00 **Breakout Sessions**
- Caring for Yourself and Your Crew
- Interaction with the Public, Staff and School Board - How to Promote Your Program
- Harnessing the Power of Analysis and Data to Chart Your Course

12:00-1:00 Dockside Lunch
1:00-2:30 Pier to Pier Ethics Roundtable Sessions
2:30-2:45 Throw Me a Line Break
2:45-3:45 There's GOLD in them there HALLS Making Schools Energy Efficient and High Performing
Sponsored by Wisconsin Focus on Energy
Shiver Me Timbers Team Building
Sponsored by PMA Financial Network, Inc.
Lake Michigan Fish Boil & BBQ Picnic
Entertainment by the Bottom Line Band
Social Sponsored by Stifel Nicolaus
Dinner Sponsored by Griffin, Kubik, Stephens & Thompson, Inc.

Friday, October 1

7:30-8:30 Open the Hatch Breakfast
8:30-9:30 America's Cup Challenge
By Game Show Mania with Brian West
Sponsored by Johnson Controls, Inc.
9:30-9:45 Raid the Galley Break
9:45-10:45 **Breakout Sessions**
- Keeping Your Staff in Ship Shape
- Keep Technology on an Even Keel
- Committees - How to Get Everyone Rowing Together
10:45-11:00 Raid the Galley Break
11:00-12:00 **Breakout Sessions**
- Harnessing the Power of the Marketplace - How to Engage the Health Care Consumer
- Facility Management
Part 1 - Pirate's Code of School Facilities (Industry Standards)
Part 2 - Facility Management How Do You Schedule and Reserve?
- Don't Run Aground as a Result of an Untrained Crew
12:00-1:00 Weigh Anchor Lunch
- 2004-05 WASBO Strategic Plan
- ASBO International Candidate Announcements
- Drawing for Timeshare provided by Risk Management Strategies, LLC
1:00 Docking and Disembarking the Fall Conference Cruise

Greg Risberg, MSW, CSP



Greg Risberg is a warm, funny motivational speaker who has addressed over 500,000

people in 48 states, as well as Canada, Great Britain and Australia with his "humor with a message" programs. Greg is an active member of the National Speakers Association, a group that awarded him their highest earned designation of "Certified Speaking Professional." He is one of only 500 people in the entire country to earn this certification. He has a B.A. degree in psychology from Roosevelt University and a Master's Degree in Social Work from the Jane Addams School of Social Work in Chicago, IL.



**SOCIETY®
INSURANCE**
Uncommon Insurance®

Workers Compensation

Keep Ahead Of The Curve.

Fraud and indifferent claims handling can leave your clients paying more than they should for Workers Comp. Let the experts at Society® Insurance put them on the road to lower employment costs. After all, for over 85 years Society has been helping workers and employers with WC programs designed to lower claims costs, increase safety and return employees to productivity. To put Society to work for your clients, call us or visit our Website today.

Allées Piétonnières by Jean-Pierre Stora, 1995



Employment Opportunities



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

Director of Business Services - Rhinelander School District (Until position is filled)

Business Manager - Salem School District (August 23)

Director of Business Services - Seeds of Health, Milwaukee (August 5)

Business Manager - Adams-Friendship Area School District (August 6)

Executive Director - Wisconsin Association of School Councils, Inc. - Madison (October 1)

Director of Business Services - Stoughton School District (July 30)

Director of Business & Support Services - River Valley School District (July 22)

Buildings & Grounds - Arrowhead Union High School (July 28)

Superintendent - Sauk Prairie School District (August 12)

THESE ARE CHANGING TIMES

Continued from page 10

Also within this structure of WASBO is the ability to create an innovative course like the newly formed Advocacy committee. This committee is charged with the task of monitoring and reacting to political issues, an area where WASBO intends and needs to become a stronger player.

A final observation - I have discussed how this organization has and continues to evolve, that is what the members demand. The structure of the WASBO promotes this evolution. What impresses me the most, after nine years of being a member, the last four on the board of directors, is that with constant change, the foundation on which WASBO was built remains solid.

It is still all about Kids.

Hampered by a lack of resources in your school or district? **Not for long!**

Learn how to survive, and *flourish*, in today's difficult economy. **Attend...**

The Association of School Business Officials International's 90th Annual Meeting and Exhibits

**Cincinnati Convention Center
Cincinnati, Ohio**

October 15 - 19, 2004

- * **CEU- and CPE-Certified Workshops** on No Child Left Behind, GASB updates, health care, retirement benefits, school facilities, rural and urban issues, legal affairs, and more.
- * **General Session and Super Session speakers** providing world-class professional development.
- * **Peer-to-peer Discussion Groups, Goldmine Sessions, & Information Technology Showcase.**
- * **Over 200 key industry companies** showcasing products and solutions.
- * **Networking with school business experts** and hundreds of your peers.

Can you afford to miss this unique opportunity?

Register today.

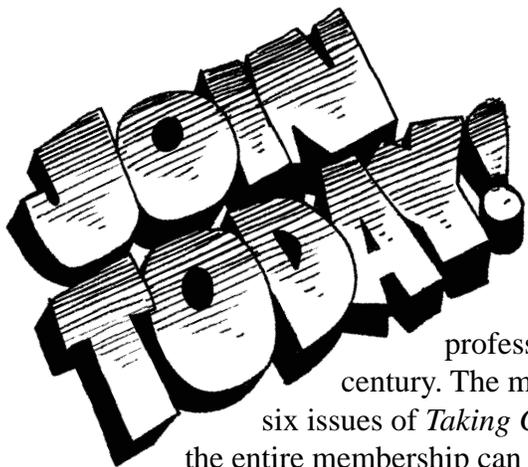
Visit www.asbointl.org for complete registration information, or contact ASBO's Theresa Boulware at 703/708-7080 or tboulware@asbointl.org



ASBO
International



Touching Kids' Lives



We are professional. We are social. We are a valuable resource, and we can help you do your job. If you want to be surrounded by a network of experienced and knowledgeable professionals WASBO will welcome you to its family. WASBO has been serving its members since 1947. At that time it became an affiliate of the Association of School Business Officials International, a professional association that has been serving its members for almost a century. The membership year started on July 1. By joining now, you will receive six issues of *Taking Care of Business*. You will have access to WASBO's help line where the entire membership can be accessed by eblast to answer your questions or share information.

You will have the opportunity to choose from fifteen or more seminars and conferences designed to support you in your work. You will also enjoy the numerous social activities that are planned for your enjoyment. The dues are \$135 per year for active members, \$90 for students and \$15 for retired members.

WASBO also welcomes those who do business with Wisconsin's school districts. Service Affiliate member dues are also \$135 per year. Service Affiliate members participate in all WASBO activities and may choose to exhibit at the Spring Conference or other conferences. If you are already a WASBO member, help us spread the word. We know there are many people and businesses who can benefit from all of the things that WASBO membership has to offer. Send them to www.wasbo.com. They can learn more about us and may choose to join on line.

**ADVERTISE IN
TAKING CARE OF BUSINESS**

**REACH SCHOOL BUSINESS
OFFICIALS ACROSS
WISCONSIN**

RATES

FULL PAGE B/W	\$325
FULL PAGE COLOR	\$600
HALF PAGE B/W	\$175
HALF PAGE COLOR	\$325
QUARTER PAGE B/W	\$125
QUARTER PAGE COLOR	\$235

10% DISCOUNT WITH 6 ISSUE COMMITMENT

PUBLISHED IN AUGUST, OCTOBER,
DECEMBER, FEBRUARY, APRIL & JUNE

CONTACT DEIMUND@WASBO.COM FOR MORE
INFORMATION OR GO TO WWW.WASBO.COM TO
DOWNLOAD AN ADVERTISING CONTRACT.



**LAND SURVEYING
LANDSCAPE ARCHITECTURE**

Providing all types of
Land Surveying and Landscape Architectural Services:

Land Surveying Services:

- Certified Survey Maps
- Lot Surveys
- Topographic Mapping
- ALTA/ACSM Land Title Surveys
- Construction Staking

Landscape Architectural Services:

- Conceptual Planning
- Master Planning
- Athletic Field Design
- Site Design
- Construction Observation

Serving all of Wisconsin

715-344-9999

1101 Brilowski Road, Suite D, Stevens Point, Wisconsin

Because you are part of the public-sector community, you are our responsibility.

Celebrating
35 years
serving
Wisconsin
schools.



Stephanie Laudon

Stephanie Laudon
Regional Vice President
Life and Disability
slaudon@nis-sif.com • 800-627-3660

Meeting your needs is at the foundation of NIS. Clients and prospects alike are invited to access the unsurpassed NIS resources and enjoy first-rate service.

Call us anytime to tap our skills, expertise and specialists. Our first priority is to meet your needs.

We solve problems! That's why NIS clients stay with us year after year!

- Our Long Term Disability insurance plans cover 90% of salary.
- Group and Voluntary Life insurance plans.
- Add a Long Term Care rider to your group Life or Disability for all your retiring employees — no evidence of insurability is needed. Employees can try this new option for the first three months at no charge.

the BEST.™



David Branback

David Branback
Retirement Income Division
dbranback@nis-sif.com
800-627-3660



National Insurance Services

Administrator of Schools Insurance Fund
250 South Executive Drive • Brookfield, WI 53005

Immediate Savings: Our Retirement Income Division brings you and your retirees:

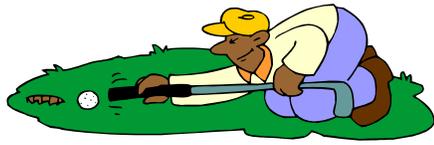
7.65% FICA tax savings for your group and your retiring employees on payouts with our 401(a) and 403(b) Special Pay Deferral Plans.

Health Care Savings Plan: Tax-free deposits, growth, & payment for eligible medical expenses at retirement.

Employee Benefit Trust: A pre-funding tool for post-employment benefits, including retirement incentives.

National Insurance Services of Wisconsin, Inc. uses Madison National Life Insurance Company, Inc., and National Insurance Company of Wisconsin, Inc. in obtaining lower rates while matching benefits. Other companies may be used to provide groups with targeted rates and benefits. National Insurance Services works in partnership with MidAmerica Administrative & Retirement Solutions, Inc. to provide Retirement Income Division products and services.

Short Shots



Stepping Up - How many steps did you take this past year? Jim Papala of Cudahy took 3,564,130. Sandy Jacobson of Viroqua took 2,297,968 and Patricia Arendt of Merrill took 1,968,710 steps. If you are one of the pedometer people, let us know if you logged more than Jim.

New Look - This is the first issue of *Taking Care of Business* that we are doing in house. Let us know how we might make it better. Our goal is not only to cut our cost of publication, but to also produce a better product. We will also have the newsletter available online.

Where Are They? - Mark Worthing from Butternut to Edgerton, Laura Koshak to Butternut, Jeff Mahoney from River Valley to McFarland, Dave VanSpankeren from Omro to CESA 6, Brian Dasher to Omro, Denise Geux from Shawano-Gresham to Shiocton, Brent Richter from Brodhead to Argyle, Douglas Malliet from Argyle to Parkview, Keith Brightman from Whitefish Bay to West Bend.

SAA Strategic Plan - The SAA Steering Committee met recently to update its strategic plan. The challenge before the committee was to determine how to get the biggest bang from its lobbying investment. The plan will be posted on line when it is completed.

WASBO'S Strategic Plan - President Mark VanDerZee did not have sufficient time to present the strategic plan at the Spring Conference. The plan and his presentation are online at www.wasbo.com

Thank You - President Mark has appointed his committee chairpersons. We thank those who are willing to lead and those who are willing to serve on WASBO committees. They are truly what enables WASBO to best serve its members. This year the committee chairs were involved in WASBO'S strategic planning session. Each committee has a mission statement and goals for the year. You can view them on the WASBO website.

New Board Members - The new WASBO Board of Directors met July 28th in conjunction with the New School Administrators & Business Support Staff Workshop. We welcomed our new board members Sandy Jacobson (Viroqua), Keith Lucius (Ashwaubenon) and appointed member Andy Licata (Hayward).

Welcome New Members



- **Angela Edblom**, District Comptroller, Nekoosa
- **Brad Juedes**, Supervisor of Buildings & Grounds, Kaukauna
- **Sandra A. Key**, Fiscal Specialist/Bookkeeper, Beaver Dam
- **Kermit A. King**, Energy Manager, La Crosse
- **Denise Lane**, Bookkeeper, Ladysmith-Hawkins
- **Rose (Fritzee) Muench**, Bookkeeper, Seymour
- **Dennis Rettke**, District Administrator, Boyceville
- **Cheryl Richards**, Business Manager, Ithaca
- **David H. Shapley**, Asst. Supt. - Finance/Human Resources, West Bend Jt. #1
- **Chad Smurawa**, Director of Finance, River Falls
- **Vicki Waller**, District Accountant, Wauzeka-Steuben
- **JoAnn Weinkauff**, Payroll & Benefits Manager, Kettle Moraine
- Johnson Controls, Inc., **Daniel Choi**, Account Executive
- Turner Construction Company, **Kit Dunn**, Business Development

WOERMS WISCONSIN OPEN ENROLLMENT REPORTING & MANAGEMENT SYSTEM A Web-Based Program to Manage the Open Enrollment Process

**Open Enrollment Simplified, Controlled
& Organized**

**Software that is Versatile, Protected
& Powerful**

To learn more about WOERMS, contact:
Chris Trina, Senior Project Manager
Skyline Technologies, Inc.

1400 Lombardi Ave., Suite 104N, Green Bay, WI 54304
(920) 437-1360 ctrina@skylinetechnologies.com
www.WOERMS.com

A WASBO program to simplify the open enrollment process for
Wisconsin School Districts.

MR. PARKER

RIGHT BEFORE HIS HIP INJURY.

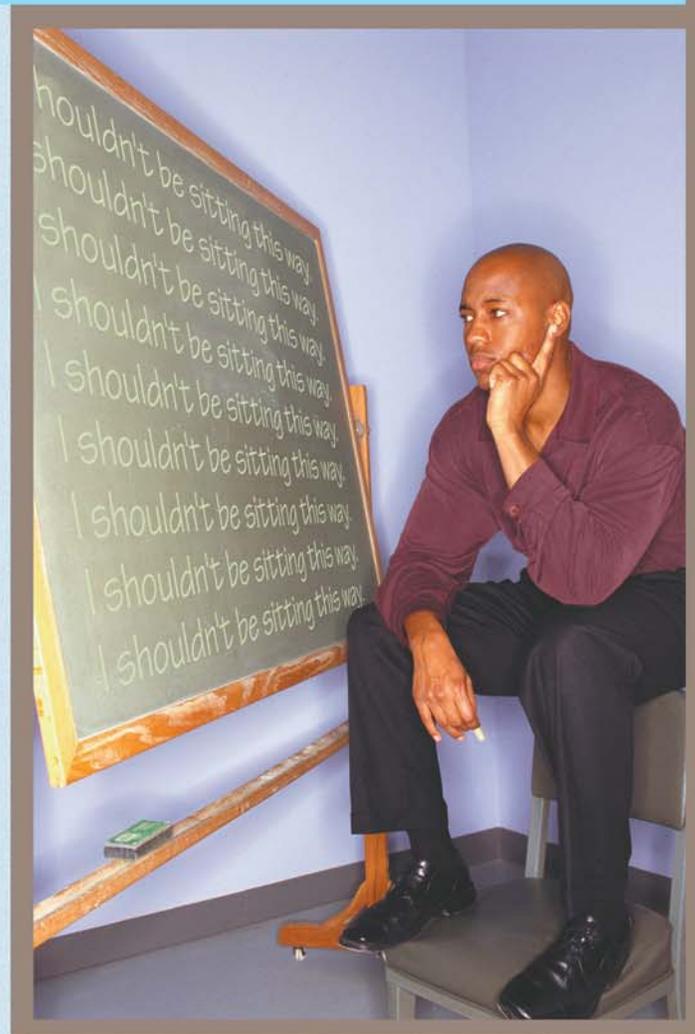
One thing doesn't sit well with school budgeters: out-of-control risk-related costs. But, trying to improve the financial picture by looking for the lowest premium price is an unsteady strategy and a tough lesson too many administrators have learned. *Total cost of risk* (medical and indemnity expense of employee accidents, time off the job due to prolonged rehab, temporary hires and countless other factors) can be a major destabilizer. For years, Wausau and the Wisconsin Association of School Boards (WASB)

PRICE \neq COSTSM

have studied hard together to develop effective ways to help you add a measure of stability to your school safety programs and cut risk-related financial losses. Today, Wausau works with more than 170 Wisconsin school boards, applying our unequaled knowledge. Results? The Stevens Point School District has seen workers compensation claims drop from about \$500,000 in 2000 to around \$50,000 in 2002...a trend they're very pleased with! To sum it up, nothing beats experience, and



Wausau and the WASB offer this powerful safety planning CD-ROM program. It's free, and exclusively for our school plan customers!



no other insurance carrier knows the needs of Wisconsin schools better than Wausau. To learn what Wausau TotalValueSM can do for your schools, contact your Wausau or WASB representative today.



BOTTOM LINE, A BETTER VALUE.SM

Wausau Insurance Companies
2000 Westwood Drive, Wausau, WI 54401
www.wausau.com • A (Excellent) A.M. Best Rating

WASBO Calendar

Professional Development

August 10

AWSA/WASBO Educational Support
Professionals' Workshop
Radisson Paper Valley - Appleton

August 12

AWSA/WASBO Educational Support
Professionals' Workshop
Sheraton Hotel - Madison

September 29

WASBO Foundation Scholarship Golf
Outing
The Bull - Sheboygan

September 30-October 1

WASBO Foundation Fall Conference
"Keeping Your Ship Afloat"
*Blue Harbor Conference Center -
Sheboygan*

October 15-19

ASBO International Annual Meeting &
Exhibits
Cincinnati, Ohio

November 17

WASBO Taking Care of Business
Seminar
*Country Inn Hotel - Waukesha (Location
Changed)*

Regionals

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

September 17 Gibraltar
December 17 CESA #7 in Green Bay
March 18 Shawano-Gresham
June 17 Seymour

Northeastern/Fox Valley

September 10 - High Cliff, Sherwood, WI
November 12, February 11, April 8

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

August 11, September 8, October 13,
November 10, December 8, February 9, March
9, April 13, June 8

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

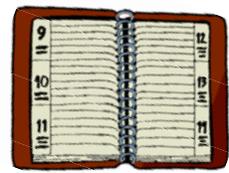
August 13 - Muskego Norway
October 15 - Whitefish Bay
November 12 - South Milwaukee
December 17 - Whitnall
February 11 - Cudahy
March 11 - New Berlin
April 22 - Hamilton

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

Wisconsin Valley - August 20 - 3 Acres Golf
Course, Plover. Coffee at 9:00, Meeting at 9:30.

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

September 16, October 14, December 17,
February 24, April 22



Board of Directors Meetings

September 29 - Sheboygan
November 16 - Waukesha
December 16 - Madison
January 19 - Milwaukee
February 17 - Madison
March 15 - Wisconsin Dells (Strategic
Planning Meeting w/ Committee Chairs)
May 20 - Middleton
June 10 - Madison

Business Meetings

January 20, 2005 - Milwaukee
May 20, 2005 - Middleton

Committee Meetings

School Facilities Committee

September 30 - Sheboygan (afternoon)
November 9 - Madison (9 am)
January - Milwaukee
February - Wisconsin Dells
July - TBD

Spring Conf. Planning Committee

September 21 - Madison (10 am)
November 16 - Waukesha (10 am)
December 16 - Madison (10 am)
January 20 - Milwaukee (3-4:30 pm)
Dates in February, April & May TBD.

Safety Committee

October 20 - Madison (1:30 pm)



Wisconsin Association of School
Business Officials
4797 Hayes Road, Suite 101
Madison, WI 53704

PRSR STD
US POSTAGE
PAID
MADISON WI
PERMIT NO 801

RETURN SERVICE REQUESTED

Please share me
with a prospective
member!

