



Wisconsin
Association
of
School
Business
Officials



Taking Care of Business

A Bimonthly Publication of the Wisconsin Association of School Business Officials - Volume 16, Number 3 - June 2012

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Diane Pertzborn

WASBO Honors Diane Pertzborn with Wallace E. Zastrow Award

Diane Pertzborn, Director of Business and Auxiliary Services at the DeForest Area School

District was awarded the 2012 Wallace E. Zastrow Award at the Annual Spring Conference on May 25, 2012. The award is named after WASBO's first Executive Director and presented annually to recognize a school business official who shares Zastrow's service, commitment and dedication to the profession of school business management.

Pertzborn was nominated by her peers at the Madison Area School Business Officials Regional Group and other DeForest Area School District Staff and School Board Members. She was selected as the recipient by the WASBO Board of Directors. Pertzborn will be WASBO's nominee for the 2013 Association of School Business Officials (ASBO) International Eagle Award, ASBO's lifetime achievement award.

Pertzborn is recognized by Superintendent Jon R. Bales, DeForest Area School Board members, and WASBO members as having an incredible understanding of school finance. She has used her knowledge to become a leader in the profession by serving on the WASBO Board of Directors,

helping the International Association of School Business Officials develop the School Finance and Operations Exam and teaching graduate classes at UW-Whitewater. Pertzborn's enthusiasm for the school business management profession is undeniable. One supporter described her as the personification of the word "ambassador."

As Co-Chair of the WASBO Professional Improvement Committee, Diane has been very involved in educating new school business officials on the PDP process. She is currently working with the committee to revise the WASBO Mentorship Program which is expected to be rolled out in the Fall. Diane chaired the WASBO Fall Conference Planning Committee for many years, creating a top-notch professional development offering.

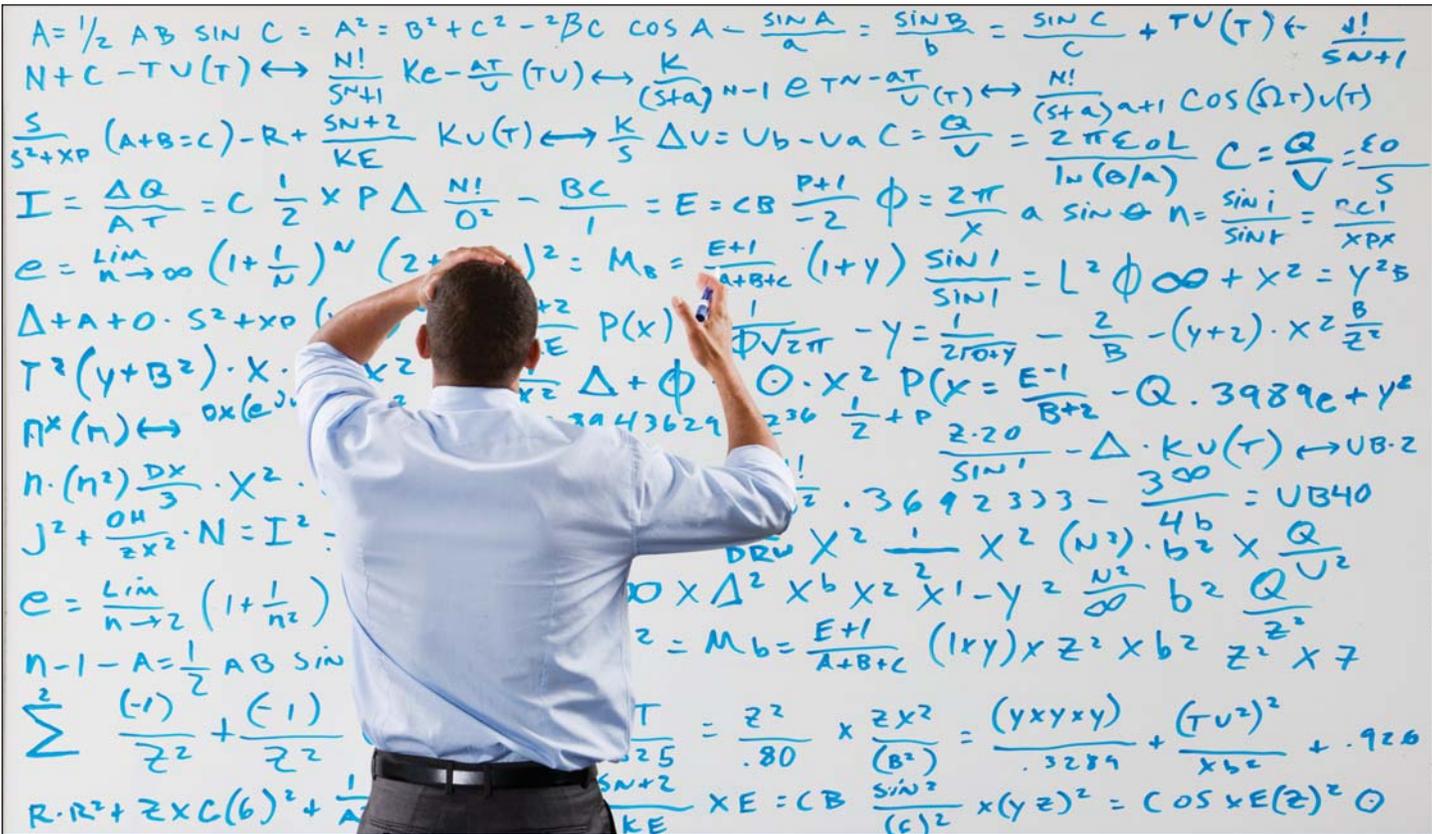
The Wallace E. Zastrow Award carries with it a \$500 cash award, sponsored by Wisconsin Investment Series Cooperative (WISC). Pertzborn also had the honor of presenting a \$1000 scholarship, also sponsored by WISC, to a graduating senior in her district. She chose Collin Murphy who will attend UW-Whitewater in the Fall.

Congratulations, Diane!

Renew your WASBO membership for July 1, 2012 - June 30, 2013 at www.WASBO.com.

WASBO Vision - To be the most influential Wisconsin organization for state and national school business management and leadership.

WASBO Mission - To provide professional development, to foster a network of support and to advocate for funding that ensures outstanding educational opportunities for all children in Wisconsin.



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Taking Care of Business c/o WASBO
4797 Hayes Road, Suite 101
Madison, WI 53704
P 608.249.8588 F 608.249.3163
wasbo@wasbo.com
www.wasbo.com

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Editor: Woody Wiedenhoef

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President's Message

A Word From Your President

Collaborating for Success

By Wendy Brockert, Business Manager,
Lake Mills School District

Wow what a year; June is here already. It has truly been an honor serving as your president this past year, thank you. The 2011-12 WASBO Board of Directors has worked very hard to keep our organization moving forward.

At the April Board meeting, the Board spent time reviewing the WASBO Mission and Vision. The Board drafted Belief Statements which will be shared after acceptance at the June Board Meeting. The Board also completed a self evaluation which was reviewed at the April Board Meeting. A subcommittee was formed to review the self evaluation.

The Spring Conference in May was one of the highlights for me this past year. It began with visiting with past WASBO Presidents and Board Members. Don Siegfried shared that he has only missed one Spring Conference since 1956. I would like to see who can break his record; he is truly dedicated. We had a great day for golf and bike riding on Wednesday. Wednesday evening ended with fun and games during the Silent Auction and Casino Night. On Thursday and Friday we had an opportunity to participate in professional development sessions, visit with exhibitors and do lots of networking. Thursday's lunch was an event that makes me proud to be a WASBO Member. We were able to give eight scholarships to seven high school graduates and one individual pursuing an 08 license. More information on the recipients can be found on page 10. I also appreciate the fact that Phil Frei and Shawn Yde were good sports as I presented them with gifts during the luncheon. Friday's Business Meeting was highlighted by the presentation of awards to WASBO's best. Those receiving awards included: Diane Pertzborn, Wallace E. Zastrow Award;



Wendy Brockert
WASBO President

Michael Koltes, New School Business Official of the Year; Charlie Kramer, School Facilities Manager of the Year; New London School District, Business Services Award; and Lori Ames, Friend of WASBO. It was an honor to participate in that portion of the meeting. Several members earned the Facility Manager Certification or the Certified School Risk Manager (CSR) designation. President-Elect Janice DeMeuse updated the membership on what WASBO has accomplished and how we are continuing our professional growth. There was a lot of important information presented during the Business Meeting and time to reflect on what WASBO has achieved.

In June, I preside over my last Board meeting as President. The Board will finalize Belief Statements, as well as some other initiatives. We will welcome our new Board members. I appreciate the service that Charlie Kramer, Jim Long and Scot Ecker have provided the last three years. Charlie's involvement with the Facility Manager Certification Program was key when the Board discussed adding new certification programs. We asked Charlie for advice because of his experience with this WASBO certification. Jim has been a long-time member of the SAA Legislative Committee and does a great job educating legislators and advocating for children. Scot initiated the "Investing in Wisconsin Public Schools" program, which began this year. Each of these individuals has left a legacy and that is what involvement is all about. There are many other contributions each has made, including being active Board members. I thank them for being involved.

Janice encouraged members to get involved when she addressed the Business Meeting at the Spring Conference. I want to

Continued on page 7



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Executive Director's Report

Presented May 25, 2012 at the Semi-Annual Business Meeting
 Celebrating the Past, Present and Future of Education in Wisconsin

By Woody Wiedenhoef, Executive Director, WASBO

Woody Wiedenhoef

Clark, as well as new Treasurer, Jeanne Stahl. In addition, please thank all the candidates for their willingness to serve.

The WASBO Staff thanks all the membership for their support in so many venues. The membership's willingness to give so much of their time and talents provides quality professional development opportunities and services, which WASBO colleagues deeply value.

Please congratulate ourselves in providing improved professional development, professional network support and promoting educational opportunities for Wisconsin children. We celebrate past WASBO members who continually provided a culture of improvement. Because of WASBO's exemplary past actions, WASBO can easily envision a bright future for our Wisconsin students and society.

So what are we doing today? One year ago, WASBO President Wendy Brockert introduced the WASBO theme for 2011-12—**Collaborating for Success**. WASBO members,

collaborating with each other and other education professionals and entities, continue to develop more effective and successful ways to meet the WASBO Mission and Vision.

WASBO members provided guidance through two surveys that the WASBO Board used extensively. The WASBO Board developed a wide-ranging list of needs from the surveys. The WASBO Board prioritized the needs, set action goals with clarifying timelines and designated responsible WASBO Committees, members and staff. The WASBO staff also moved forward with a number of related, but independent improvements.

Continued on page 6

Initiatives, Goals and Action Plans	Timeline Status	Success Status
WASBO Board Initiatives:		
1. Review results of District Professional Membership Survey	08/2011	Completed
2. Review results of Service Affiliate Membership Survey	02/2012	Completed
3. Prioritize needs, set goals and action plans	Ongoing	In Progress
WASBO Board Goals and Action Plans for 2011-12:		
1. Collaborate on State Accountability Design Team	08/2011	Completed
2. Wisconsin Collaborative Purchasing Network	Ongoing	In Progress
3. Investing in Wisconsin Public Schools	Ongoing	In Progress
4. Statewide Negotiations Steering Committee	Ongoing	In Progress
5. Glossary of School Finance Terms and Acronyms Publication	08/2012-01/2012	Completed
6. Roles and Responsibilities of the School District Business Office Publication	08/2012-02/2012	Completed
7. Certified School Risk Management Program (online)	Ongoing	Completed
8. Become Certified School Risk Management Program Licensee	Ongoing	In Progress
9. Evaluate cost/benefit of keynote speakers	08/2011-05/2012	Completed
10. Keep and/or Expand Professional Development	Ongoing	In Progress
11. Increase Use of School p-Cards	Ongoing	In Progress
12. Decided to Not Administer BrainStorm	08/2011	Completed
13. WASBO Service Affiliate Goal Setting	Ongoing	In Progress
14. Tom Wohlleber for ASBO Board	Ongoing	In Progress
15. Professional Improvement/Mentorship Program	Ongoing	In Progress
Administrative Goals and Action Plans for 2012		
1. Off-site Data Backup	01/2012	In Progress
2. New Copier System	05/2012	Completed
3. Upgrade Software	Ongoing	In Progress
4. UW-Whitewater SBM Program Survey	12/2012	Completed
5. Provide Conference Calling and GoToMeeting Capability to Regionals through WASBO	Ongoing	In Progress

Initiatives, Goals and Action Plans	Timeline Status	Success Status
Organic Growth in 2012-13:		
1. Year of Success Program	Ongoing	In Progress
2. Federal Funding Conferences	Ongoing	In Progress
3. WASB School Finance Workshops	Ongoing	In Progress
4. Educator Effectiveness Design Team	04/2012	Completed
5. WI Sustainable Schools Coalition	Ongoing	In Progress
6. Increased Federal and State Government Input	Ongoing	In Progress
7. Increased Media Input	Ongoing	In Progress
8. Additional Services to WCASS	Ongoing	In Progress
9. Increased Collaboration with other Professional Organizations	Ongoing	In Progress
Carry Over Goals into 2012-13:		
1. Professional Improvement/Mentorship Program	Ongoing	In Progress
2. Tom Wohlleber for ASBO Board	Ongoing	In Progress
3. WASBO Service Affiliate Goal Setting	Ongoing	In Progress
4. Budget Cycle Book Update	Ongoing	In Progress
5. Become Certified School Risk Management Program Licensee	Ongoing	In Progress
6. Wisconsin Collaborative Purchasing Network	Ongoing	In Progress
7. Investing in Wisconsin Public Schools	Ongoing	In Progress
8. Statewide Negotiations Steering Committee	Ongoing	In Progress
9. Keep and/or Expand Professional Development	Ongoing	In Progress
10. Increase Use of School p-Cards	Ongoing	In Progress
11. Increase Collaboration with Other Organizations	Ongoing	In Progress
12. Additional Services to WCASS	Ongoing	In Progress
13. Year of Success Program	Ongoing	In Progress
14. Federal Funding Conference	Ongoing	In Progress
15. WASB School Finance Workshops	Ongoing	In Progress
16. Increased Federal and State Government Input	Ongoing	In Progress
Future WASBO Board Goals for Discuss and Action:		
1. Payroll/HR Certification Program		
2. ASBO SFO Certification Training		
3. Constitution/Policies/Procedures Update		
4. Handbook for Evaluation & Improvement of Business Support Staff Functions		
5. Align Staff and Space Needs		
6. Additional Services to WCASS		
7. Online Tracking of Certification Programs		

WASBO will continue to have a culture of engaged improvement, through reflection, self-evaluation and planned action steps. It has become second nature in the WASBO culture to seek out input. WASBO endeavors to improve our present processes, services and products or create new processes,

services and products to serve WASBO members. With such a proactive, networking, and collaborative culture, WASBO can be proud that its past and present actions will also positively affect Wisconsin children and society in the future.

Lastly, please thank Tina, Jeanne, Deb and Erin for their professionalism and exuberance in serving WASBO. In turn, your WASBO staff wants to thank all of you for the great opportunity to serve WASBO Members.

New Directors and Treasurer Elected to WASBO Board



Andy Weiland
Business Manager
Oregon School District
Madison Area Regional
Position: Director
Term: July 1, 2012-June 30, 2015



Jeanne Stahl
Business Manager
Hayward Community Schools
Northwest Regional
Position: Treasurer
Term: July 1, 2012-June 30, 2015



Dale Zabel
Director of Facility Services
School District of Kettle Moraine
Southeast Regional/Metro Group
Position: Director
Term: July 1, 2012 - June 30, 2015



Jay T. Clark
Associate District Administrator
Holmen School District
West Central Regional
Position: Director
Term: July 1, 2012 - June 30, 2015

President's Message

Continued from page 3

emphasize how truly rewarding it is to participate.

As my year comes to an end, I want to again say thank you. It has been a highlight in my life to serve as your President. I look forward to continuing as your Past President this next year.



Year of Success

WASBO New School Administrator and Support Staff Conference

August 8-9, 2012
Holiday Inn Hotel & Convention Center - Stevens Point, WI

New Superintendents, Business Managers and Business Office Support Staff will learn about crucial timelines, financial reports and state laws that are most pertinent as the school year begins. Topics covered include: HR & District Handbooks, Revenue Limits, Equalization Aid & Levy, Membership Counts, Categorical Aids, WUFAR, Fundamentals of Cash Flow and Budgeting, Roles & Responsibilities of the Business Office and Building Trust. Come as a team to assure your success when handling the finances of your school district.

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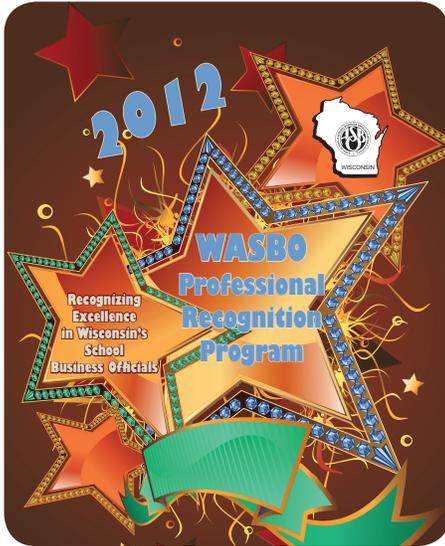
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Honoring Excellence in School Business Management



New School Business Official of the Year ~ Mike Koltes

Mike Koltes, Grant/Accounting Specialist for the DeForest Area School District, was named WASBO's 2012 New School Business Official of the Year at the Wisconsin Association of School Business Officials' Annual Spring Conference on May 25, 2012. The award is given to new school business officials in Wisconsin based on their contributions to their profession and the Association.



Koltes was nominated for this award by his peers at the Madison Area School Business Officials Regional Group and other DeForest Area School District Staff Members. He was selected as the recipient by representatives from the WASBO Professional Improvement Committee, Membership Committee and Board of Directors.

Koltes's nomination materials noted, "Mike has many things that set him aside from others; he has a kind heart, a humble spirit, an optimistic attitude, and a yearning to learn that is a rare and enjoyable component of his personality." In his short career, Koltes has many accomplishments. A Disproportionality Demonstration Grant, which he co-authored, was awarded in full (\$75,000.00) to the DeForest Area School District; he has earned the title of adjunct professor for the University of St. Thomas; and he was a recipient of a Bridges to the Future Scholarship to attend the Association of School Business Officials International annual meeting. Koltes is an active member of WASBO, participating on the Spring Conference Planning Committee and frequently speaking at events. While remaining focused in his profession, Koltes also finds time to be very involved in his community including church activities, mentoring students, and coaching basketball.

The New School Business Official of the Year Award carries with it a \$1000 cash award, sponsored by Key Benefit Concepts, LLC, to be used for continuing education, attendance at conventions and seminars, membership dues and related activities or resources that contribute to Koltes's professional development.



Friend of WASBO ~ Lori Ames

Lori Ames, Consultant, Fiscal Monitoring and Compliance for the Wisconsin Department of Public Instruction, was honored as a Friend of WASBO. The award recognizes individuals who have given special and noteworthy support to the Wisconsin Association of School Business Officials as it pursues its mission – "To provide professional development, to foster a network of support and to advocate for funding that ensures outstanding educational opportunities for all children in Wisconsin."

Ames was nominated by West Central Business Officials Regional Group. She was selected as the recipient by the WASBO Board of Directors. The nomination highlights Ames's willingness to help research and answer questions. One nominator described Ames as the "first and primary 'go-to' person at DPI." Another says, "She didn't just tell you the answer when you asked it; she educated you as to the 'why' behind the answer."

Ames's latest accomplishment is her collaboration with the Wisconsin Association of School Business Officials (WASBO) and the Wisconsin Council of Administrators of Special Services (WCASS) to offer the first Wisconsin Federal Funding Conference. This conference is now scheduled to be an annual event for nearly 700 public school employees to keep abreast of the requirements to manage the federal funding programs in their districts. Her nomination notes, "we all know that if Lori is associated with a project, it will be well worth the time invested away from the office."

In recognition of this Award, the WASBO Board of Directors made a \$500 donation to the Ronald McDonald House Charities of Madison in Ames's name.

School Facilities Manager of the Year ~ Charlie Kramer



Charlie Kramer, Director of Buildings & Grounds at the Eau Claire Area School District, was named the 2012 School Facilities Manager of the Year. This award recognizes outstanding school facilities managers in Wisconsin based upon their contributions to their profession and the Association. Kramer was nominated for this award by the Northwest Business Managers Regional Group. He was selected to receive the award by representatives from the WASBO School Facilities Committee, Safety & Risk Management Committee, Professional Improvement Committee, Membership Committee and Board of Directors.



Kramer is an integral member of the Eau Claire Area School District's Leadership Team. According to Superintendent of Schools Dr. Ronald Heilmann, Jr., Kramer is the linchpin to ensuring facilities projects stay within budget and on time, including the current \$51.8 million facilities upgrade which is a result of an April 2011 referendum. Kramer has also dedicated his time to ensure the district's Comprehensive Facility Plan is thorough in determining features that should be considered in evaluating district facilities and prioritizing future expenditures.

Kramer speaks on various facilities topics at WASBO Conferences. He is a member of the School Facilities Committee where he helped to develop the WASBO Facilities Manager Certification Program. This program provides a knowledge base for Building and Grounds/Facilities leaders to provide safe and healthy educational environments in the State of Wisconsin. This certification program is recognized by the Wisconsin Department of Public Instruction.

The School Facilities Manager of the Year Award carries with it a \$1000 cash award, sponsored by Johnson Controls, Inc., to be used for continuing education, attendance at conventions and seminars, membership dues and related activities or resources that contribute to Kramer's professional development.



Business Services Award School District of New London - Joseph Marquardt

The School District of New London was awarded the 2012 Business Services Award for their implementation of the Kilowatt Challenge Contest. This award is presented annually to an educational institution in Wisconsin that has implemented a business practice which has resulted in an improvement in service, increased efficiency, or a better way of doing business. The nomination was submitted by Director of Business Services and HR Services, Joseph Marquardt. Malcome Hathorn accepted the award on his behalf at the Spring Conference.



The purpose of the Kilowatt Challenge Contest was to reduce energy consumption and waste in the district's buildings and to pursue efficiencies and cost savings. Building leaders and custodial staff were trained to give strategies on how to reduce consumption. Each building had a Kill-A-Watt meter available to measure energy use of any item. The data was tracked on a webpage for the schools to monitor their progress. The goal of the project was a 5% reduction in kilowatt consumption from the year before. After the first semester of the challenge, six out of seven sites saw a 7.7% to 22.2% reduction in kilowatts used.

The savings gained from the challenge provided enough funding to complete a lighting project in the high school commons. The district plans to benchmark data from this challenge, focus on continued savings and implement energy conservation strategies that involve student participation.

The Business Services Award carries with it a \$1000 cash award, sponsored by Robert W. Baird & Co., Inc., to be used to fund training opportunities, staff development or attendance at relevant conferences that contribute to the continuing education of those staff members who serve on the business side of the educational institution.

Recognizing Excellence in Wisconsin's Students

WASBO 2012 Student Scholarship Recipients



**WASBO Foundation - MetLife Resources
\$4,000 Scholarship**

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Mackenzie Leanne Sinnen, Random Lake High School

Mackenzie will graduate as valedictorian of her class. She served as President of the Future Business Leaders of America for two years, President of the National Honor Society her senior year and class Secretary for three years. A highlight of her high school career was qualifying as a National History Day competitor in Washington D.C. Mackenzie was involved in Varsity Track & Field and Cross Country for four years, helping her team with four conference Track titles, sectional appearances and a state berth in Cross Country. Outside of school, Mackenzie volunteered at blood drives, coat drives, Toys for Tots and church youth programs. She also worked at Hawley, Kaufman, and Kautzer Law firm for four years. Mackenzie will attend the University of Wisconsin – Madison to major in Biology with the intention of attending medical school to become a pediatrician. Congratulations to Mackenzie and best wishes for a successful future.



**WASBO Foundation - Stalker Flooring & SchoolDude.com
\$4,000 Scholarship**

Nathan Delvaux, Hilbert High School

Nathan is a member of the National Honor Society and will graduate as the valedictorian of his class. He has been a part of the Hilbert Boy Scouts for seven years and recently earned his Eagle Scout Rank. He participated in the Calumet County Community Theater group, high school musicals and plays, PEP band, and wind ensemble.

Nathan has played soccer for nine years and is now an assistant coach for youth teams and an official for the local YMCA. He serves his community through volunteering with his Boy Scout Troop, donating blood and teaching summer school. Nathan will attend the University of Wisconsin – Madison to major in Biochemistry. Congratulations to Nathan and best wishes for a successful future.



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**WASBO Foundation - EMC Insurance Companies
\$3,000 Scholarship**

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Kathryn Rae, Crofton, Kickapoo High School

Kathryn has been in accelerated classes since elementary school and will graduate with 22 college credits already earned from UW Richland. She was a representative on Student Council for three years, one year as Class Secretary. She is currently serving her second term on the Richland County 4-H Leaders Board as well as being a 4-H youth clothing project leader. Kathryn plays trumpet in the KHS band and numerous ensembles. Kathryn will attend Carleton College to study neuroscience and prepare for medical school. Congratulations to Kathryn and best wishes for a successful future.



**WASBO Foundation - National Insurance Services
& Miron Construction \$1,000 Scholarship**

Patrick Smet, Burlington High School

Patrick will graduate in the top 10% of his class. Throughout high school, he was involved in football, basketball and tennis. In addition to athletics, he participated in National Honor Society, Academic Bowl Team and Future Business Leaders of America.

Patrick also spent his time volunteering on mission trips, at church services and at youth sports camps. He held a part time job at a local grocery store during his entire high school career. Patrick will attend the University of Wisconsin- Madison where he will major in Biological Systems Engineering. Congratulations to Patrick and best wishes for a successful future.



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**WASBO Foundation - President's \$3,000 Scholarship
Presented in Honor of WASBO President Wendy Brockert
Kimberly Wendt - Lake Mills High School**



Kimberly will graduate first in her class with a 4.0 GPA. She was a member of the CC Academic Team, French Club, Knowledge Master Open, Mathletes, and National Honor Society. She participated in Band, Pep Band, Solo Ensemble and Tennis, where she earned a Varsity Letter. Kimberly spent time as a volunteer with her church youth group, at concession stands and for the city band. She is currently an intern at the Lake Mills Chamber of Commerce. Kimberly will attend Brigham Young University and major in Actuarial Science. Congratulations to Kimberly and best wishes for a successful future.



**Dr. Bambi Statz \$1,000 Academic Scholarship
Andrew Feuling, Salem School District, UW-Whitewater**



Andrew is currently enrolled in the Master of Science in Education in School Business Management at the University of Wisconsin – Whitewater. He has previously earned a Bachelor of Science degree in Business Administration, Bachelor of Arts in Economics and a Master of Science in Leadership in Educational Administration. Andrew taught at East Troy High School for eight years before deciding to change professions to school business management. Andrew has a passionate belief in the power of education to change people's lives. Although he will not be working directly with students in the classroom, Andrew knows he will still have an impact on the life of every student that enters the doors of his district. We wish Andrew a successful future as a Business Manager.



**WASBO Foundation Business Official of the Year \$1,500 Scholarship
Presented in Honor of Larry Dalton, 2012 School Business Official of the Year
Ben Socha, Onalaska High School**



Ben will graduate 7th in his class of 221. He participated in Varsity Basketball and Golf all four years of high school, and was Basketball Team Captain for one year. He also participated in O-Club and FBLA where he was a state qualifier one year. Ben took honors classes in Pre-Calculus, Anatomy and Physiology, French, Accounting, Government and Literature. Outside of school Ben volunteered for Onalaska Basketball, St. Patrick's Church and the La Crosse Humane Society and worked as an umpire for Onalaska Park & Recreation. Ben will attend St. Norbert College where he will play basketball and golf and major in business or education. Congratulations to Ben and best wishes for a successful future.



**WASBO Foundation - Zastrow Award \$1,000 Scholarship
Presented in Honor of Diane Pertzborn, 2012 Zastrow Award Recipient
Collin Murphy, DeForest Area High School**



Collin will graduate this spring with high honors. He has been named Student of the Month and DeForest Area Honor Athlete. He played football for four years and lettered twice. He also participated in DECA competitions. Collin has volunteered for Relay for Life, at Wisconsin athletic events and for the past four summers, at DeForest youth football camps. He spent his senior year as an Accounting Assistant for DeForest's Business Office as part of the Business Student Internship Program. Collin will attend the University of Wisconsin – Whitewater to major in Accounting and Finance and become a CPA. Congratulations to Collin and best wishes for a successful future.



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Green Ribbon Schools Recognized for Creating Healthy Learning Environments

The US Department of Education (ED), US Environmental Protection Agency (EPA) and White House Council on Environmental Quality (CEQ) announced 78 honorees of the 2012 Green Ribbon Schools award in April. The selected schools come from 29 states and Washington, D.C. and include 66 public schools, including eight charters, and 12 private schools. Wisconsin recipients included the Dimensions of Learning Academy (Kenosha), Middleton High School (Middleton) and Purdy Elementary School (Fort Atkinson).

According to Nancy Sutley, chair of CEQ, "These Green Ribbon School award winners are taking outstanding steps to educate tomorrow's environmental leaders, and demonstrating how sustainability and environmental awareness make sense for the health of our students and our country."

Green Ribbon Schools are evaluated based on three pillars: reducing environmental impact, promoting healthy school environments, and ensuring a high-quality environmental and outdoor education to prepare students with 21st century skills and sustainability concepts. Full criteria include nine underlying elements such as reducing greenhouse gas emissions, establishing high standards of nutrition, fitness and quantity of outdoor time, and interdisciplinary learning about relationships between environmental, energy and human systems.

Four IPM criteria were included in the application:

- The school has an IPM plan in place to reduce and/or eliminate pesticides.

- The school provides notification of pest control policies, methods of application and requirements for posting and pre-notification to parents and school employees.
- The school maintains annual summaries of pesticide applications and copies of pesticide labels and MSDS.
- The school prohibits children from entering a treated area for at least eight hours after the treatment or longer if required by the pesticide label.

Approximately 80% of awarded schools reported that they had an IPM plan and 88% prohibited children from entering a treated area for eight or more hours.

Several schools reported taking additional steps beyond those listed in the application. Lucy School in Middletown, Maryland, wrote, "Chemical fertilizers and herbicides (as well as smoking and idling vehicles) are banned from the school property." Similarly, Bernard High School in Bernardsville, New Jersey, also reported prohibiting chemicals for pest management.

Students from Bethlehem Central School District, located in Delmar, New York, give tours of their organic school garden. According to their application, "They use large colorful display boards to highlight the four obstacles to growing food (soil nutrition, garden pests, weed control and water management) and show how they overcome each obstacle using organic growing methods."

According to Andrea Falken, director of the Green Ribbon Schools Program, the idea for this award came from a letter signed by 80 organizations requesting an initiative regarding the intersection of environmental literacy and environmental health. "The EPA

administrator and CEO chair have stood by us throughout this process," says Falken, "but this is really ED's award. It was our first big move in the direction of environmental health."

Many schools are making efforts to become greener. "Different schools were calling themselves 'green' but they all had different criteria," says Falken. "We wanted to create an all-encompassing definition for 'green,' including elements of environmental impact and literacy." Besides the pillars and underlying elements listed in the application, ED was mostly nonspecific about what they were looking for this year. "We just asked for the schools to give us their best. We wanted them to show they were making progress and were high-performing in all these areas," comments Falken.

The announcement of the honorees was made at Stoddert Elementary School, one of the selected schools in Washington, D.C. Representatives from the honored schools will attend a conference and awards ceremony in early June.

ED published a list of recommended resources that many recipients used to help meet award criteria. Falken says ED plans to revise and improve the nomination structure for the award's second year, including the criteria, resource list and framework for nominating agencies.

Green Ribbon Schools are recognized for one year. Next year's competition will open this summer. State agencies are encouraged to send their intents to submit by June 15, 2012 to green.ribbon.schools@ed.gov.

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John Forester
SAA Director of
Government Relations

Legislative Update Who Stands Up for Children?

By John Forester, Director of Government Relations,
School Administrators Alliance



The stakes in the 2012 elections are enormous. Given the state's slow economic recovery, prospects for significant new investments in public education look uncertain at best. The well-heeled advocates for school privatization will be back attempting to purchase the remainder of their extreme legislative agenda. After the elections, the battle for limited budget funds will be fierce.

To meet these challenges, we must help reelect "friends of public education." If we don't, the proponents of private school vouchers and independent charter schools are more than willing to write the big checks.

We have just lived through the most extraordinary legislative session I have ever seen in my 25 years in and around Wisconsin state government. We won some great victories, and we suffered some gut-wrenching defeats. Through it all, we discovered who was willing to stand up for Wisconsin school children when the going got tough.

Who Stood Up For Children When:

- Lawmakers cut resources for Wisconsin schools by \$1.6 billion?
The SAA did!
- Telecommunications companies jeopardized our schools' affordable Internet services through WiscNet?
The SAA did!

- Lawmakers balked at honoring their promise to "slam the door" on unbridled expansion of private school vouchers? **The SAA did!**
- School voucher advocates attempted to expand school privatization by preying on disabled school children and siphoning vital resources away from public special education programs? **The SAA did!**
- Lawmakers and school voucher advocates wanted to reduce the wide array of educational opportunities and experiences offered by Wisconsin schools to a simple letter grade on an accountability report card; and let choice and charter schools off the hook on accountability? **The SAA did!**
- Lawmakers forwarded "double-dipping" legislation that threatened to remove experienced, high quality educators from our classrooms and raise costs for school districts?
The SAA did!

And it didn't always make us very popular inside the State Capitol.

Thank You . . . But We Must Do More

I want to thank you all for using your relationships with your legislators to lobby on behalf of the children in your schools. Once again, the SAA has proven that it is one of the most effective grassroots lobbying organizations in the state.

But that's not enough anymore. Increasingly, we are in jeopardy of losing the influence game to the advocates of private school vouchers

and independent charter schools. They are stronger, better organized, more numerous and equipped with bigger checkbooks than ever before. Vital resources for Wisconsin school children and – in my estimation – the very survival of public education as we know it hangs in the balance.

The Stakes Are Too High

We have a lot of work to do. And our first job is to help reelect our "friends" in the 2012 elections. Shortly thereafter we anticipate that privatization advocates will back a strong challenger in the April 2013 election for State Superintendent. As you can see, the stakes are simply too high to sit on the sidelines.

Your support for **SAA PAC/SAADirect** is critical to our continued success in the State Capitol. If you are interested in supporting **SAAPAC** and/or **SAADirect**, please contact me at (608)242-1370 or at john.forester@wsaa.org.

Thank you for your support and for your continued efforts on behalf of Wisconsin school children.

Paid for by School Administrators Alliance, Beth Holznagel, Treasurer.

Not authorized by any candidate or candidate's agent or committee.

"Education costs money,
but then so does
ignorance."

- Sir Claus Moser



Facility Manager Core Certification Program ~ Class of 2012



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Lead Custodian
Cambridge School District

David Betz
Business Manager
Wilmot Union High School

Henry L. Gleason
Buildings & Grounds Director
Menomonie Area School District

Lisa Marie Green
Business Manager
Woods School

Jeff Grove
Manager of Buildings & Grounds
Hamilton School District

Joe Harvey
Director of Facilities
Kimberly Area School District

John Koster
Director of Maintenance & Facilities
Cedarburg School District

Robert Parent
Supervisor of Buildings & Grounds
New Richmond School District

Debra Priesgen
Director of Buildings & Grounds/
Maintenance
Erin School District

Roger Rozek
Director of Facilities Management and
Safety Coordinator
Winneconne School District

Thomas Schmitt
Facilities & Maintenance Coordinator
Ashwaubenon School District

Anthony Seidita
Maintenance
Shorewood School District

George Sigsworth
Director of Buildings & Grounds
Amery School District

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Bullying Prevention: September 19, 2012 - Madison, Wisconsin School Leadership Center

Bullying affects everyone – students, parents and the community. It has taken on new heights with electronic aggression and can have grave consequences if left unchecked. From easy access to technology and various influences to expensive law suits, schools cannot afford to ignore this risk. In this eight-hour continuing education approved course, the participant will learn the evolution of this age-old problem, proactive approaches, and mitigation techniques.

- Definitions of traditional bullying versus electronic aggression
- Background of case law, state and federal laws, and initiatives for prevention
- Proper school board policies
- The student and community roles, and
- Liability and coverage concerns

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Training to Protect Your School District



Certified School Risk Manager (CSRM) 2012 Designees



Linda Bellomo, CSRM

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Shorewood School District

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Wisconsin Rapids School District

John Williams, CSRM

Fond du Lac School District

Denise Woodruff, CSRM

Waterford Graded School District

Certified School Manager Training Schedule

Fundamentals of Risk Management

October 9, 2012 - Madison

Wisconsin School Leadership Center

Look at the overall risk management process, delve into the identification step of the process, and examine the function of the school risk manager.

- Risk Management Function and Process
- School Risk Manager
- Identifying School Risks: Logical Classifications
- Identifying School Risks: Methods
- Gathering Loss Data

Handling School Risks

October 10, 2012 - Madison

Wisconsin School Leadership Center

Study the development of a safety and health plan, loss control fundamentals, risk control and mitigation of exposures, and managing school claims. A post-accident loss control reduction technique is included.

- Introduction to and Fundamentals of Controlling Risk
- Safety and Health Program for School Districts
- School District Exposures
- Managing School Claims

Measuring School Risks

November 7, 2012 - Madison

Wisconsin School Leadership Center

Learn the mechanics of developing, forecasting, and trending losses to be used in determining insurance program retentions and deductibles.

- Introduction and Qualitative Analysis for School Risks
- Qualitative Risk Assessment and Loss Run Analysis
- Quantitative Analysis: Tools and Forecasting
- The Risk Analysis Process

Funding School Risks

November 8, 2012 - Madison

Wisconsin School Leadership Center

Examine various loss funding techniques, including guaranteed cost programs, deductibles and retention programs, pools, and transferring risk through contracts.

- Introduction to Funding School Risks
- Foundations for Funding
- Options for Funding School Risks
- Reserving for School District Risks
- Finance Issues for the School Risk Manager

Administering School Risks

November 27, 2012 - Madison

Radisson Hotel

This course covers how a school risk manager implements and monitors the school risk management program, the risk management team, information technology, allocating costs, ethics in school risk management, and requests for proposals.

- Introduction to Administering School Risks
- The School Risk Management Team
- Communicating with the Risk Management Team
- Implementing the Risk Management Program
- Monitoring the Risk Management Program

Who Should Attend?

Risk managers, facility managers, business managers, safety personnel, HR personnel, insurance providers and agents who work in school risk management.

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- Confidence you're working with an industry leader

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Erin Green

Tending to Student and Family Health

By Erin Green, MBA, SFO, RSBA, Director of Business Services, Greendale School District
Reprinted with permission from *School Business Affairs*, April 2012

What does a developmental molecular biologist at the University of Washington in Seattle know about student learning?

It turns out, quite a lot. Professor John Medina, the author of *Brain Rules: 12 Principles for Surviving and Thriving at Work, Home and School* and *Brain Rules for Baby: How to Raise a Smart and Happy Child from Zero to Five* and director of the Brain Center for Applied Learning Research at Seattle Pacific University, has studied brain functioning, behavior disorders, and the effects of stress on learning for years.

According to Medina, two elements that have a strong effect on our capacity to learn are our ability to control our behavior and the emotional stability of our environment, whether that is at home, at school, or at the office. It turns out that stress actually alters the physical structure of the brain—and not in a good way.

At the ASBO 2011 Annual Meeting in Seattle, Medina challenged participants to learn more about what impedes learning in their students. And seriously, what education leaders don't need to improve their knowledge in this area? According to No Child Left Behind legislation, 100% of our students must test at proficient or better in all areas by 2014 (unless our states obtain waivers). So we are all ears on the topic of removing barriers to learning.

We know schools can provide an environment that supports students socially and emotionally. The ubiquitous "bully-proofing" programs and harassment policies in place across the country exemplify our efforts to stabilize

the social environments for students. But how do we affect an environment we do not control? Is there a way to improve the home environment?

Addressing the Family Factor

Without a doubt, the economy is taking its toll on families, many of whom face reduced wages, unemployment, foreclosure and decreased—or nonexistent—health care benefits. With this in mind, the Greendale Schools' director of pupil services and I wondered whether we could offer the Employee Assistance Program (EAP) that's designed for staff to students and their family members.

So early in 2011, we talked to the health care organization that provides our staff EAP about the possibility of extending it to students and their families. After the health care company put together a new business model to test the waters last year, the Greendale Schools implemented the Student and Family Assistance Program (SFAP).

This program offers teachers, students, and families assistance in a myriad of areas, including substance abuse and addictions, mental illness, behavior problems, relationship, marital, and divorce issues legal issues, financial counseling, adoption issues, elder or child care issues and stress management.

Students or family members call a toll-free number and the health care company's screening services match the family member to the appropriate counselor and service at a nearby clinic. Any teacher or staff member can refer a student or family to the program by handing them a card with the phone number to call for an appointment.

Up to six face-to-face sessions are

included per year per type of issue. If the issue is not resolvable in six sessions, the family's insurance resources are tapped or other community resources are used.

Our existing student services staff helped ensure a smooth implementation. The program is really an extension of what they do and a resource for their use.

We collect data regarding the types of services sought and whether a student or parents are seeking help. We publicized the program throughout the district and have been pleased with the response.

The SFAP serves our 2,600 students and their families for a set price per year per student, similar to the pricing of the EAP for staff. In total, the cost for a district our size amounts to approximately one-third of the cost of a professional staff member.

Removing Barriers to Wellness

A recent study by the Association of School Nurses showed that one in every four to five youth in the United States meets the criteria for a mental disorder. Our SFAP is one way we can address the barriers to learning that Medina discussed at the ASBO Annual Meeting. The program removed the cost barriers for services that may have hindered families seeking help. It also made it easier for families to find appropriate services.

To complement the behavioral or mental health aspect of these services, the school district also has a nurse practitioner from the health care company on board to address physical health. She is on site two days a week and serves our entire staff, their dependents, and our student population. She can diagnose minor

Continued on page 20

Tending to Student and Family Health

Continued from page 19

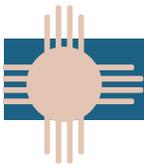
illness, spot signs of impending major illness, monitor chronic diseases, provide health coaching to improve lifestyles and write prescriptions.

Not only does this service bring primary health care to the local level, it also saves our health plan the cost of numerous office visits. Our staff members enjoy the convenience and

fast service because they don't need to wait in doctors' offices or find subs (another cost) while they are gone.

We hope the SFAP will allow families and students to obtain the professional help they need so students have a safe and healthy learning environment at school and at home.

Erin Green will be honored at the ASBO International Annual Meeting in Phoenix this October as a Pinnacle Achievement Award recipient for the Student and Family Assistance Program (SFAP). Congratulations, Erin!



CONTENT • CONVERSATIONS • CONNECTIONS

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Janice DeMeuse
WASBO
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Director's Corner

WASBO's Assets

By Janice DeMeuse, Business Manager, Luxemburg-Casco School District

At the Spring Conference, I received the gavel signifying that I am really going to be President of this organization. The official beginning of the term is not until July 1, but at the moment Wendy handed me the gavel the reality of it struck me. As I began to feel the panic grow within my stomach, I told myself to think instead of the assets in WASBO:

- There is a huge membership of highly skilled, very caring and hard-working individuals committed to their profession and the students in the schools across Wisconsin. This group will unselfishly take on tasks and do what it takes to produce a successful outcome.
- The WASBO office personnel demonstrate these same characteristics. They are organized and ready to deal with whatever the next moment brings whether in the office or at conferences—and do it all with a smile.
- Fellow officers and Board members are dedicated to providing strategic leadership that is responsive to the needs of the membership.

Network

If you have not been involved in WASBO, I would encourage you to become more active in your regional. It will give you the opportunity to meet your neighbors and establish a network upon which you can rely. It is also a good venue to share what you do well with your peers. The regional meetings offer widely differing programs to appeal to the needs of the local membership. Information about the regionals is available on the WASBO website by

clicking About Us>Regionals. You will find contact information, meeting agendas and schedules.

Share

Post items that you have developed to the ERC (Electronic Resource Center). This is a chance to share your documents and/or spreadsheets with others around the state and country. It is also a great resource when you need a document to use as a starting point. Why re-invent the wheel? This organization is all about sharing and helping others in the profession and this is a quick and easy way to do that.

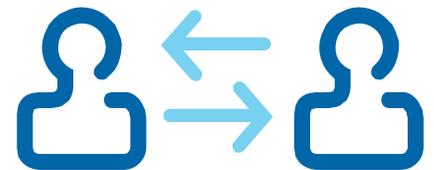
Participate

Committees and Goal Action Teams are another vehicle to be more involved. Committees and Goal Action Teams include:

- Accounting Committee
- Collaborative Procurement Network (WCPN)
- Constitution Committee
- Fall Conference Committee
- Governance Goal Action Team
- Joint Convention Committee
- Membership Committee
- Nominating Committee
- Professional Improvement Goal Action Team
- Retirement Committee
- Safety and Risk Management Committee
- School Facilities Committee
- Spring Conference Committee
- School Administrators Alliance Legislative Committee
- School Finance Puzzle Planning Committee
- Service Affiliate Committee
- Transportation Committee
- Member Resources and Technology Goal Action Team

Some of the committees plan events and some of them write books; some work for elections and some manage certification programs. There is a committee to match the interests of almost everyone—just take the first step and join. You can find out more information or join any of the committees by clicking on the About Us>Committees links on the WASBO website.

We are fortunate to have the opportunity to be a part of such a vibrant group who will share and celebrate successes, who will listen and commiserate when need be, and who will be a resource when we just do not know what to do in a situation. As I reflected on these things, it occurred to me that all I really need to do as President is open the doors and get out of the way so this group can keep moving. No need to panic.



"Your most precious possession is not your financial assets. Your most precious possession is the people you have working there, and what they carry around in their heads, and their ability to work together."

— Robert Reich



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**Leadership That Counts!
General Session
Gerald Kember
Retired Superintendent
LaCrosse School District**

There are some basic principles and universal truths that are employed by leaders. As Professor Michael Wesch said at the WASDA Fall Conference, "None of us is as smart as all of us." Hear from Jerry on his approach to dealing with these multiple and complex issues as a leader.

- Garner and gain trust with the community and staff
- Provide transparency as it relates to school district actions
- Responsibility for communicating and provide accountability
- Demonstrate working relationships with new and present employees
- Trust that matters - Use new found power wisely, not abusively

Scholarship Golf Outing

Wednesday, September 26th
Autumn Ridge Golf Course
Supporting WASBO's Student Scholarship Program



Earn one graduate credit for \$220 when attending both days of the Fall Conference.

Lunch Presentation

Mentorship Program Update - WASBO Professional Improvement Committee
Luther Olsen (R) - State Senator
John Forester - School Administrators Alliance
Tony Evers, PhD, State Superintendent

Learning Opportunities

Human Resources

- Handbook After Implementation
- Compensation Schedules
- Educator Effectiveness
- FMLA
- Internal Controls/Fraud Prevention
- The PDP Process - Selecting Your Review Team, Goal Writing & QEI
- "The Speed of Trust" Book Discussion

Innovative Solutions

- Managing the Tax Levy
- Innovative Technology Solutions
- OPEB
- 1 to 1 Computing
- Block Scheduling: Oconomowoc's Bold Approach

**Networking
Teambuilding**

Facilities Manager Core Certification - Module 6

- Employee Relations Part 1: Hiring Support Staff
- Employee Relations Part 2: Managing Support Staff with the Employee Handbook
- Interaction with the Public: How to Sell Your Program

Facilities Manager Continuing Education - Module 6

- Contract vs. Hire
- Employee Selection Process a panel discussion
- Lessons Learned from Act 10 in the Facilities Department

Year of Success Program

- Fall at a Glance for New Business Managers & Bookkeepers
- The Legalities of Cash Flow & Short-term Borrowing
- Equalization Aid & Revenue Limit Review
- Special Ed Accounting
- Federal Grant

Investing in Wisconsin Public Schools - General Session

Join us to learn more about a new hands on tool that provides an understanding of the variables, stakeholders and nuances of financing Wisconsin's public schools.



PROFESSIONAL DEVELOPMENT TO USE TODAY AND PLAN FOR TOMORROW



Bob Avery
WASBO Director

Director's Corner

Investing in Wisconsin Public Schools and Year of Success Program

By Bob Avery, School Finance Consultant, Wisconsin Department of Public Instruction

Greetings Colleagues! Since it is June, school is out and I know that you now have nothing to do,

right? So, since you are reading this while reclining on a beach somewhere, I'll try to keep this light. I have a couple of things to talk about, but I'll be brief.

Investing in Wisconsin Public Schools

Woody provided an update in the April newsletter, but there is some news to share. You may have noticed that this issue of the newsletter includes the **Investing in Wisconsin Public Schools** (IWPS) flyer, including pricing and ordering information. That's right! Investing in Wisconsin Public Schools is now available to order for your district!

We have been presenting this product all spring, including a session at the Spring Conference, and the response has been overwhelmingly positive. Relying on the Socratic method, this product engages users and relies on their insights and analysis to teach introductory concepts about school finance in Wisconsin. It's a great tool to engage your school board, your administrative team, your staff, and your community.

The only requirement WASBO has is that table coaches be trained on how to facilitate the dialogue and discovery process before it is used. Using untrained facilitators may undermine the value of the product. Contact the WASBO office or go to www.wasbo.com/investinginschools for more information.

Year of Success

WASBO, working with DPI, has developed a program designed for new business office staff – from bookkeepers to superintendents – to share important and timely information throughout the year.

The Year of Success Program began last August with the two day New School Administrator and Support Staff Conference. This conference provided an overview of many topics and issues that those with responsibility for school finance would need to be aware of in the coming year. Also introduced were revenue limits, state general aid and membership. We reviewed the reports that are coming up and prepared attendees for dealing with Third Friday, summer school reports and completing the Annual and Special Ed Annual reports.

The Year of Success Program was then incorporated into four conferences throughout the year: the Fall Conference (September/October), Winter at a Glance which was held the day before the School Personnel Conference (November/December), the Accounting Conference (March) and the Spring Conference (May). At each professional development offering, topics were addressed based on timeliness of the issues at hand. For example, levy certification in the fall; Second Friday in the winter; budget development in the spring; and year-end wrap up in the late spring.

In its first year, an average of 25-30 people attended each of the sessions offered in the "New Business Office Staff" track at each conference. This included many experienced business officials and bookkeepers who attended just to check in on how they were dealing with that topic.

Feedback from participants has been overwhelmingly positive. WASBO and DPI are excited to take this program from a pilot and make it a permanent part of the WASBO professional development offerings. The goal of WASBO and DPI is to get as many members who are new to the business office attending these sessions to help them through their first year(s). We welcome everyone to these sessions.

If you know of districts that have new superintendents, business managers or bookkeepers, please encourage them to sign up. For 2012-13, Year of Success will kick off with the two-day New School Administrator and Support Staff Conference in Stevens Point on August 8 and 9. It is important to note, that this is not a linear program, but a cyclical one. While there are savings on conference registration costs by enrolling in the entire Year of Success Program, attendees may choose to attend individual conferences. Participants will benefit from attendance at any of this training.

On a Personal Note

I want to thank everyone who responded to my e-mails last month asking for your support for LIVESTRONG as part of my annual ride across Iowa. I am humbled by the number of contributions made and the nearly \$1,000 donated by my friends and colleagues in this association. There is still time if you are interested in donating. Shoot me an e-mail if you would like the link. THANK YOU!

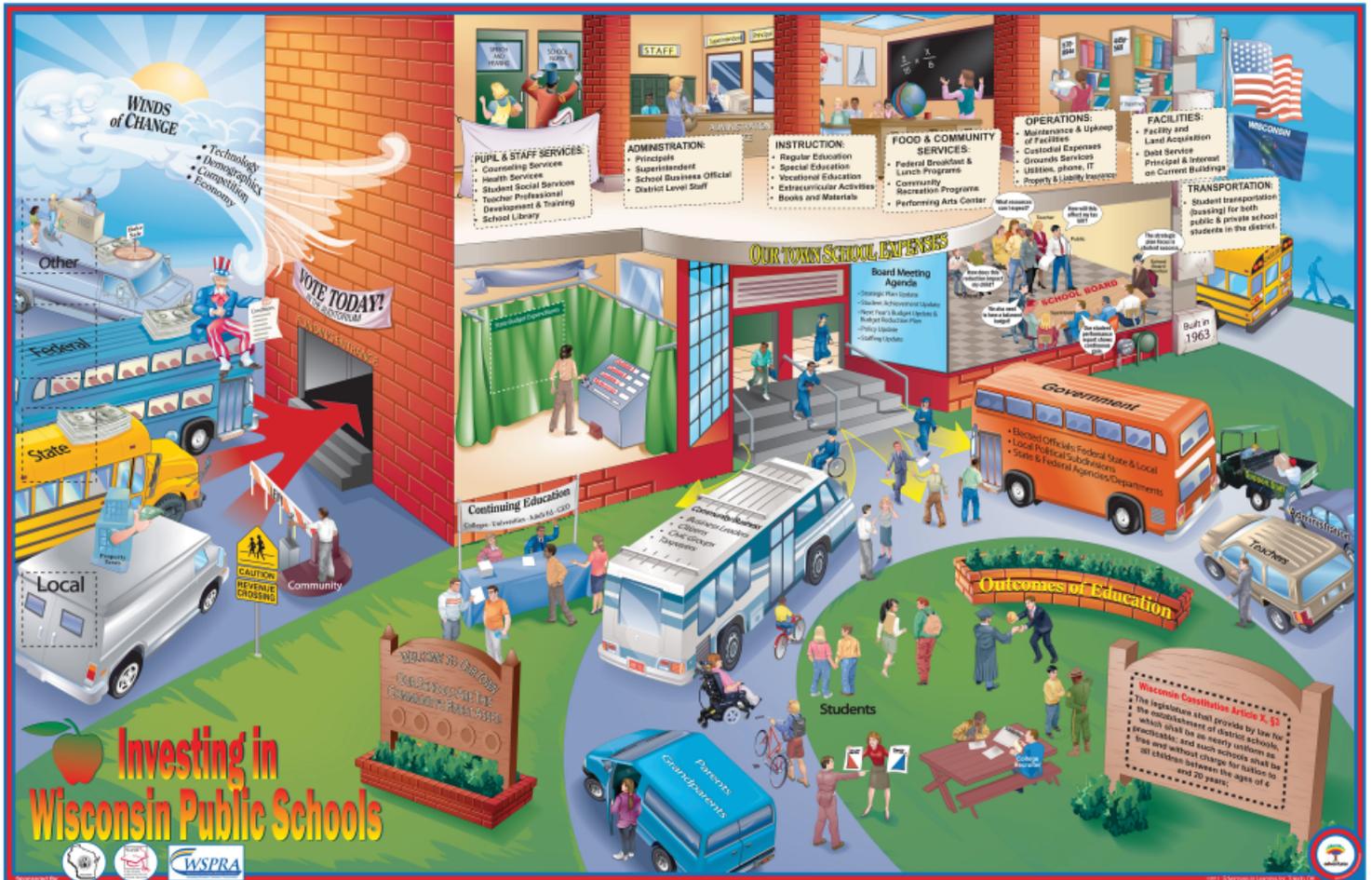
Now, I know you have a lot to do, so I'll end here. Put down that drink, get off that chaise and get back to work! You have auditors coming and reports to file! And, have a wonderful summer!



Investing in Wisconsin Public Schools™

TM

Introducing an exciting, new, hands-on tool to provide an understanding of the variables, stakeholders and nuances of financing Wisconsin's public schools.



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Investing in Wisconsin Public Schools™ was collaboratively developed by



Wisconsin Association of School Business Officials



Wisconsin Association of School Boards



Wisconsin School Public Relations Association



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Value of the Investing in Wisconsin Public Schools™ Map Process

There's no getting around it; Wisconsin public school finance is complex. When key stakeholders - parents, staff, school board members and the community - lack understanding of this difficult topic, the ramifications to our public school districts can be devastating. The ability to provide high quality education experiences for all students in a safe and healthy environment can be jeopardized.

Investing in Wisconsin Public Schools™ has been developed collaboratively by WASBO, WASB, WSPRA and Edventures in Learning, to help address the challenges of educating stakeholders on public school finance. This comprehensive activity includes large scale visual maps, key data points, and engaging discussion questions, which are designed to be used in small groups facilitated by trained Table Coaches.

Investing in Wisconsin Public Schools™, uses a blended learning and engagement methodology suited for stakeholders at all levels. The learning objectives examine the basic revenue and expense elements of education's financial scorecard, allowing participants to explore the measures of success and how all stakeholders can affect the financial well-being of schools. Key themes include:

1. Who are our stakeholders? What do they contribute to schools and what do they expect of schools?
2. What are the various sources of public school funding (revenues)?
3. What are the various expenses of public schools?
4. What are the ramifications of not having sufficient revenues? What are the methods for dealing with these ramifications?
5. How are stakeholders impacted by the effectiveness of public education?
6. What are the common outcomes of education and how are they impacted by the school funding mechanism?
7. How would you approach balancing a budget?
8. What actions or support can you provide to help ensure our schools provide a quality education amidst balancing a budget?



Potential Audiences

Staff Professional Development
Board Member Orientations
Community Engagement
Parent Groups
Business Community



Investing in Wisconsin Public Schools™ presents very targeted and provocative questions on core organization issues, challenging participants to think...often driving each person to address unpleasant but nonetheless vital systemic and environmental realities.



How the Map Process Works

*"People will tolerate the conclusions of others.
They will only act on their own conclusions."
- Randy Root*

The activity creates conditions in which participants can easily learn from each other. People learn more comprehensively when they are engaged and enjoying themselves in a discussion without being told the answers. Participants can come to their own conclusions guided by a questioning process and information provided on the Map. The process requires participants to summarize key societal issues from their own beliefs and opinions, encourages embracing change and connects these changes to the school district's goals and direction.

The Map Process takes into consideration peoples' different ways of learning and maximizes understanding as well as longer-term retention that leads to action when people return to their daily job responsibilities and activities.

Six Components of the Map Process

Visualization or Storyboarding of the Wisconsin Educational System & Complex Systems

The Map creates a visual framework which helps participants to discuss the same issues at the same time with the same words. This allows group members to link issues to graphic images and forms common language and understanding.

Data Connections

Key pieces of data and information are linked within the Map that allow dialogue to occur around facts, not just opinions. Specific Wisconsin school data supports the storyboard metaphors.

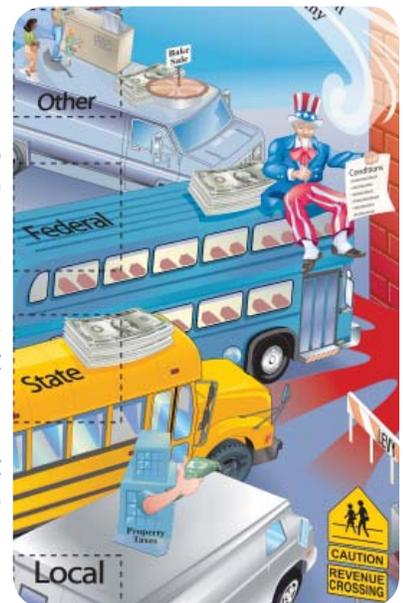
Socratic Dialogue & Discovery

The use of the correct questions at the correct time helps lead groups of people through the process and creates a synergy for exploring issues with all the participants. Titles and status mean nothing. Learning is a matter of asking the right questions, not simply having the right answers. This activity allows the group members to offer opinions, comments and insights in a nonthreatening atmosphere.



Learning Peripherals, Exercises & Simulations

Exercises and game pieces provide information into the learning process and increasingly encourage the interactive process. The learning peripherals harness one of the most effective ways people learn, by making mistakes. Group members are put into different scenarios to enhance understanding and recognition through sharing.



Interaction in Small Group Settings

The Map is ideally used with groups of 6 to 10 people in a process that takes two hours. This allows for everyone to be engaged and ensures that everyone gets to introduce their ideas. Participants hear and learn from one another.

Trained Facilitation

Excellent facilitation is the key to the Map process. The Table Coach does not have to be an expert on the topic, but is a person who encourages understanding through thought provoking questions and listens carefully, with empathy. The Table Coach must avoid providing answers. The Table Coach's role is to keep the process moving proactively, using group discovery methods. When the Table Coach is not talking, the group is working. The expectation is for participants to be actively engaged and be explorers, not "sit and get" learners.

Purchasing Investing in Wisconsin Public Schools™

One Map Kit ~ \$750

Includes:

- One laminated table top map, Coaches Handbook and Data Cards
- Perpetual use within your School District
- Agenda Design Guidance, Next Steps and Troubleshooting for Professional Development, Community Based Meetings or Board Meetings
- Updates to Materials as Needed (paid by school district at production cost)
- Map Kit purchase requires that at least one district employee be trained as a Table Coach by WASBO.

Bring
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to your school district and
community by contacting WASBO.
[www.wasbo.com/
investingschools](http://www.wasbo.com/investingschools)
or 608.249.8588

Additional Map Kits ~ \$500 each

The *Investing in Wisconsin Public Schools™* Map Kit (including the map, questions, peripheral exercise cards and Coach's Guide book) are proprietary and copyrighted materials licensed by WASBO. Terms and conditions for use can be found at www.wasbo.com/investingschools.

Trained Facilitation

Successful
implementation of
the **Investing in Wisconsin
Public Schools™**

Map process requires well trained Table Coaches. This is a vital part of the process. **Investing in Wisconsin Public Schools™** may only be used by a properly trained Table Coach. WASBO provides Table Coach Training that is purchased in conjunction with Map Kits. WASBO will schedule Table Coach Training by a Master Coach throughout the year, dependent on demand. Training may be scheduled in conjunction with WASBO Conferences or Regional Meetings. Regional training is possible at specific sites if there is sufficient demand.

Table Coach Training ~ \$100 per person (Required with initial Map Kit purchase.)

Training consists of four hours. Two hours are devoted to participating in the **Investing in Wisconsin Public Schools™** Map exercise. One and one-half hours is devoted to training on the required facilitator skills. Training concludes with an interactive discussion, including questions and answers. After independent facilitating and use of the Map Kit as a Table Coach, one can be a Master Coach and may then train additional Table Coaches in your district.



Experience Map
exercise as a participant
(2 hours)

Training on
Table Coach Skills (1.5
hours) followed by Q & A (.5 hours)
Upon completion may serve as
Table Coach

Facilitate
Map exercise as a
Table Coach (preferably with a
Master Coach). Upon completion,
may serve as a Master Coach and
train additional Table Coaches
in your district.

Table Coach Training Opportunities

Register at
www.wasbo.com

August 7, 2012 - Holiday Inn, Stevens Point

This Table Coach Training will be held as a pre-conference to the WASBO Year of Success Conference (August 8-9) for those new to the school district business office. Coordinate your attendance at both or come to just the Table Coach Training for \$100

September 28, 2012 - The Osthoff Conference Center, Elkhart Lake

This Table Coach Training will be held as part of WASBO's annual Fall Conference (September 27-28). Attend the Fall Conference and your Table Coach Training fee will be waived as part of your conference registration, or attend just the Table Coach Training for \$100.



Don Mrdjnovich

Beagles, Rabbits and the Written Word

By Don Mrdjnovich, Retired WASBO Executive Director

To set this piece up, we need a short course in rabbit hunting. To hunt rabbits with a dog, you need to know a few things about both. Beagles are considered an excellent choice of breed. They have good noses and love to chase. They have great personalities, woeful eyes, floppy ears and can easily win you over. Rabbits like to live in thick cover. Remember Brer Rabbit? Rabbits often make their homes in swamps. They are reluctant to leave their home areas even when chased by a determined beagle so they most often run in a circular pattern to avoid getting too far away from the protections offered by their home, be it underground or in a brush pile. Because of that tendency, when the hunter is alerted by the bark of the beagle, he moves toward it and positions himself to be ready when the circuitous rabbit comes around.

As you may have guessed, that sounds too easy, and you are right. Mostly it comes down to the beagle. A well trained one will stick with one rabbit. Let's call her Beagle One. One that isn't disciplined will chase one rabbit, spot another and pursue it, and then perhaps another. Let's call him Beagle Two. He works as hard, if not harder than Beagle One. He is just as loving and loyal. The bottom line however, is that he just doesn't produce good results. Now, let us move from the rabbit swamp to the work place.

Do you know anyone who is prone to pursuing task one and before finishing it is attracted by task two, or three, or maybe even four. A nice person, well liked, well intentioned and probably chronically unproductive. That person would be an organization's undisciplined or easily distracted human counterpart

to Beagle Two. That person needs a help session in focusing, self discipline and time management. Tasks and timelines must be clearly established and monitored. It may be necessary to resort to the significant power of putting tasks and timelines in writing. Written words have far more influence and power than leaving things at a verbal level. It is a well established management tool to put things in writing. It establishes both importance and accountability. Have you ever had to sign your name to a work plan you have agreed to perform?

What about the employee who is not prone to the tendencies previously described, but always seems to have too many irons in the fire? That is a different story, for that employee may be the recipient of externally imposed multiple tasks and timelines beyond his or her control. When applied with frequency, it can be a perfect recipe for stress and poor performance. If you or someone you know in your work place

and timelines that are not achievable, you can predict that the results will be unproductive.

One sure cure is to again resort to the power of the written word. I have seen good results with this approach. If the persons involved prioritize and document the tasks and the estimated time it will take to complete them, it gives the person or persons, generating those tasks a clear picture of what the person performing the tasks has on his or her plate. Now who has the responsibility for results? If nothing else, it brings task generators and task performers into a more reasonable and well informed relationship. In the end, the organization is the winner and you get better and more timely results. I speak from years of experience. Now I must turn my attention to my wife's latest written "honey do" list.

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With the increasing responsibilities and fewer staff, the help and expertise that I gain through ASBO membership is priceless.
Peter Willcox Sr., RSBA, White Bear Lake Area Schools (MN)



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WERMCO President
erin.green@greendale.k12.wi.us



Kathy Johnson
WERMCO Independent Consultant
kjohnson@rmstrategies.net

SEC OKs Guidance on Fair-Dealing, Disclosure

By Jonathan Hemmerdinger, Reprinted with permission from *The Bond Buyer: The Daily Newspaper of Public Finance*, May 8, 2012

WASHINGTON — Securities and Exchange Commission members voted 3-2 May 4th to approve interpretive guidance that clarifies underwriters' fair-dealing obligations to state and local issuers and requires them to provide issuers with a host of new disclosures.

New Guidance from MSRB

The commissioners' vote on the Municipal Securities Rulemaking Board's guidance — which has not changed from the MSRB's August 2011 filing with the SEC and is slated to take effect in August — was split down party lines.

Two Democrats, Elisse Walter and Luis Aguilar, voted to approve the guidance, along with chairman Mary Schapiro, an independent, while two Republicans, Troy Paredes and Daniel Gallagher, voted against it, an SEC spokesman said.

Schapiro, Walter and Aguilar declined to comment; the other two commissioners did not respond to requests for comment.

The MSRB said the guidance clarifies underwriters' responsibilities under the fair-dealing rule and will help the board protect the interests of state and local bond issuers, a mandate from the Dodd-Frank Act.

Board chairman Alan Polsky called the guidance one of the most important developments in protection of state and local governments since the MSRB was established in 1975. It will help ensure issuers have information they need to understand complex financial transactions and make informed decisions, as well as create a standard for disclosure in the marketplace that will "service everyone better," he said.

The guidance, among other things, requires an underwriter to disclose to an issuer that, unlike a municipal advisor, it does not have a fiduciary duty to the issuer and therefore is not required to act in the best interest of the issuer. In addition, an underwriter is prohibited from recommending that an issuer not retain a municipal advisor.

The guidance will require an underwriter to also disclose to issuers information about its compensation, and any potential or actual conflicts of interest, as well as the existence of third-party payments, values, credits and profit-sharing arrangements. Underwriters also must tell issuers if they have purchased credit default swaps tied to their muni securities.

The guidance prohibits an underwriter from omitting material facts and requires that oral and written communications with an issuer, including price certificates and proposals, be truthful, accurate and complete.

An underwriter who recommends a complex negotiated financing, such as a variable-rate demand obligation with a swap, must disclose all "material risks, characteristics, incentives and conflicts of interest."

Underwriters of a routine bond deal will be required to disclose material aspects of an issue if the issuer is unfamiliar with them.

The guidance makes clear that the price an underwriter pays to an issuer for bonds is "fair and reasonable, taking into account consideration of all relevant factors."

"This notice tries to look at all the different interrelationships between underwriters and issuers, from the initial pitch to the

pricing of the deal," said MSRB general counsel Peg Henry.

The guidance received a mixed reaction, with issuers supporting it and dealer groups calling it premature.

The Bond Dealers of America and the Securities Industry and Financial Markets Association criticized the guidance as premature, saying the SEC should first finalize its definition of independent municipal advisors so the MSRB can move forward with rules for them.

"We continue to believe that a bifurcated system of regulation exists for the industry," said BDA chief executive officer Mike Nicholas. "Without that definition in place, the commission cannot regulate non-dealer municipal advisors and, as a result, leaves open the opportunity for violations of pay to play, conflict disclosure and inadequate professional standards — all to the detriment of municipal bond issuers."

Leslie Norwood, co-head of SIFMA's muni division, said her group is "disappointed that the SEC approved this proposal" and did not delay it until after the muni advisor definition was set.

She added that SIFMA thinks MAs, which have fiduciary responsibilities to issuers, are better suited than underwriters to provide disclosures to issuers and that issuers should hire advisors if they need additional guidance.

Issuers and MAs praised the guidance. Robert Doty, general counsel and senior vice president at Government Financial Strategies, a non-dealer advisory firm, called the guidance "fair and reasonable" and not overly

Continued on page 34

SEC OKs Guidance on Fair-Dealing, Disclosure

Continued from page 33

burdensome for underwriters.

Doty said guidance was needed because issuers are usually far less financially savvy than underwriters, dealers and advisors.

"The issuers really need this information in order to discharge their duties," Doty said. "It's information that, in most cases, they don't have right now." He added that he hopes the SEC next turns its attention to regulation of non-dealer financial advisors.

California state Treasurer Bill Lockyer praised the new regulations, saying they will ultimately benefit taxpayers' interests by ensuring issuers have information they need to "make better-informed decisions when dealing with Wall Street and the rest of the underwriter community."

Frank Hoadley, Wisconsin's capital finance director, said the guidance

describes underwriters' obligations to issuers "more bluntly," but does not "change his understanding of the obligations of broker-dealers to issuers."

"To the broker-dealer community, this interpretive release may seem in-your-face. But the rule didn't change. I don't think there's anything new ... other than particular clarity as to the obligations of broker-dealers," he said.

Kristin Franceschi, president of the board of directors of the National Association of Bond Lawyers, doubts the new regulations will have a significant impact on NABL members, but added that underwriters could be inundated with questions from issuers about disclosures they don't understand.

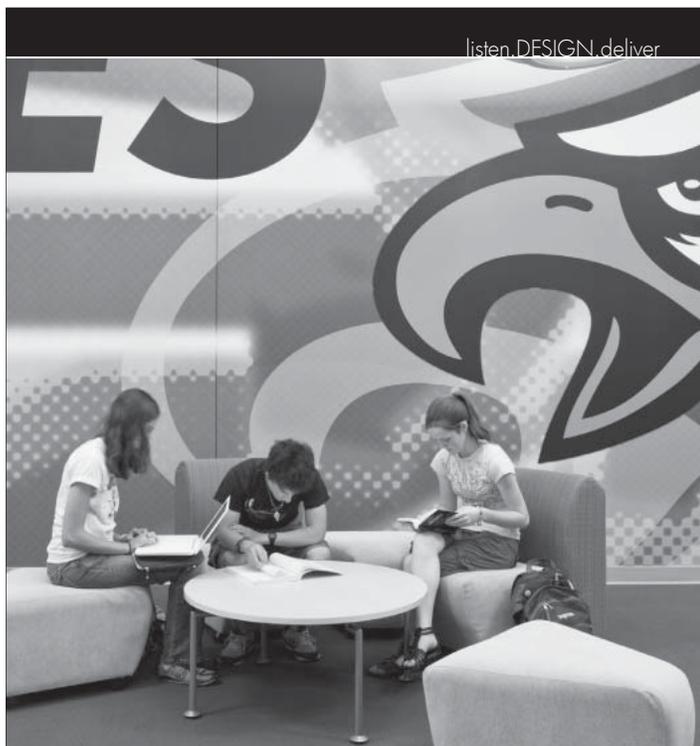
Colette Irwin-Knott, president of the National Association of Independent Public Finance Advisors, praised the

MSRB and SEC for the guidance, calling fair-dealing of underwriting "key to the market functioning as it should."

She said her group supports the new disclosures, especially the requirement that underwriters disclose if they are serving in an "arms-length transaction," and if they "have interests that differ from those of the issuer."

Irwin-Knott, a partner at H.J. Umbaugh & Associates in Indianapolis, also said NAIPFA is pleased that underwriters must disclose if they do not have a fiduciary duty to the issuer. She said she also supports the prohibition against underwriters recommending that issuers not hire municipal advisors.

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Meemic Foundation Grants Available to Wisconsin Educators Up to \$2,500 Per Request Available to Fund Innovative Educational Programs

The Meemic Foundation, a non-profit organization created by Michigan-based Meemic Insurance Company, has been offering financial assistance in the form of grants to schools and educators since 1992. During that time, the Foundation has touched more than 1.5 million students through its financial support of education initiatives. Last month, the Meemic Foundation announced that it has expanded its program and will immediately begin accepting grant applications from Wisconsin educators for their fall 2012 projects.

The Meemic Foundation offers a variety of grant opportunities, including traditional grants in amounts up to \$2,500 and specialty grants of varying amounts for specific items such as books. To submit an application, educators can simply visit www.MeemicFoundation.com and complete an online form outlining their request.

According to a recent study conducted by Perry Research Professionals for the National School Supply and Equipment Association (NSSEA), public school teachers in the United States spend more than \$1.33 billion out-of-pocket on school supplies and instructional materials. Individual teachers spend an average of \$356 of their own money on supplies and resources, including an average of \$170 on supplies and \$186 on instructional materials.

"Finding ways to fund basic educational experiences remains an ongoing challenge for educators across the state of Wisconsin," said Jack Cantwell, spokesperson for the Meemic Foundation. "Educators everywhere are feeling the pinch and in many cases feel compelled to use their own money to ensure the children in their classrooms have the resources they need to be

able to receive a proper education."

Grant applications are evaluated based on a variety of criteria that are provided on the Meemic Foundation website. The goal of the grants is to fund innovative programs, events or projects that will significantly enhance students' classroom experiences. Any employee of a Wisconsin public, private, charter or parochial school, from pre-school through higher education, may apply for a Meemic grant. Educators from the same school are welcome to submit proposals for different programs. The deadline for applications is September 9, 2012. Grant recipients will be notified in October 2012 and funds will be made available immediately for the 2012-13 school year.

The impact the Foundation can have is immeasurable. As Leticia Hoffman, an elementary school educator and recent grant recipient stated, "The materials I was able to purchase with the grant money will touch the lives of children for many years to come. Teachers all want the best for their students. I would like to thank Meemic for this wonderful opportunity."

About The Meemic Foundation

The Meemic Foundation (<http://www.MeemicFoundation.com>) for the Future of Education was created by Meemic Insurance Company in 1992. As a non-profit organization, the Foundation is dedicated to advancing the future of education by offering financial assistance to schools and educators. Over the years we have had the pleasure of providing funding to some of the most creative and passionate teachers in the world. Their stories inspire us to continue funding projects that affect a large number of students and support the educational communities that we proudly serve.



"When planning for a year, plant corn. When planning for a decade, plant trees. When planning for life, train and educate people."

—Chinese Proverb

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Healthcare Costs for American Families in 2012 Exceed \$20,000 for the First Time

Reprinted with permission, 2012 Milliman Medical Index, MillimanOnHealthcare, May 16, 2012



Because of the way employer-sponsored health insurance is paid for, many families may not realize the cost of their healthcare for a single year is roughly equivalent to the cost of a basic mid-size sedan.

any relief that consumers might derive from the slowing percentage increase.

As of the release date of this report, the nation is awaiting a U.S. Supreme Court decision on the future of the Patient Protection and Affordable Care Act (PPACA). To date, PPACA has had only a limited effect on total healthcare costs for the MMI's illustrative family of four. With the MMI release in between the Supreme Court deliberations and its decision, we are left with more uncertainty about the future of healthcare costs than usual. As we examine the different components of the MMI, we offer considerations for the future both with and without reform (see page 7).

Specific findings

- Between 2011 and 2012, the MMI increased \$1,335, just surpassing the record \$1,319 increase set between 2010 and 2011.
- But there is a silver lining: The 2012 increase in the MMI cost moderated to 6.9%, marking the second year in a row the percentage increase has reached a new low since the inception of the MMI.

EXECUTIVE SUMMARY

The annual Milliman Medical Index (MMI) measures the total cost of healthcare for a typical family of four covered by a preferred provider plan (PPO). The 2012 MMI cost is \$20,728, an increase of \$1,335, or 6.9% over 2011. The rate of increase is not as high as in the past, but the total dollar increase was still a record. This is the first year the average cost of healthcare for the typical American family of four has surpassed \$20,000.

Key considerations

Our family of four is insured by an employer sponsored PPO plan, which includes certain out-of-pocket costs such as copays and deductibles. The plan's premiums are paid jointly by the employer and by the employee via payroll deductions. Healthcare benefits are a substantial portion of the employee's compensation.

Our family of four may be surprised to learn that their annual healthcare costs are nearing \$21,000, because their own out-of-pocket costs, at an average of \$3,470, are the portion of the cost of care most visible to them (see Figure 7). Some employees may also be acutely aware of the \$5,114 in payroll deductions. This brings the employee's total share to \$8,584 (see Figure 9).

While the annual rate of increase fell below 7% for the first time in the 12 years tracked by the MMI, the total dollar amount of the increase overshadows

FIGURE 1

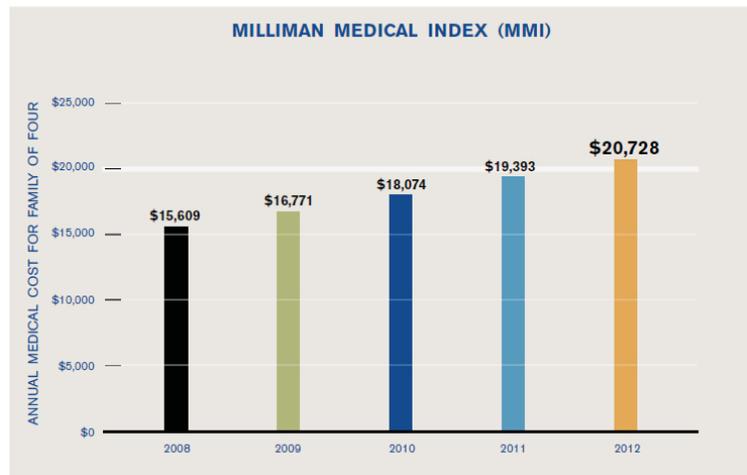
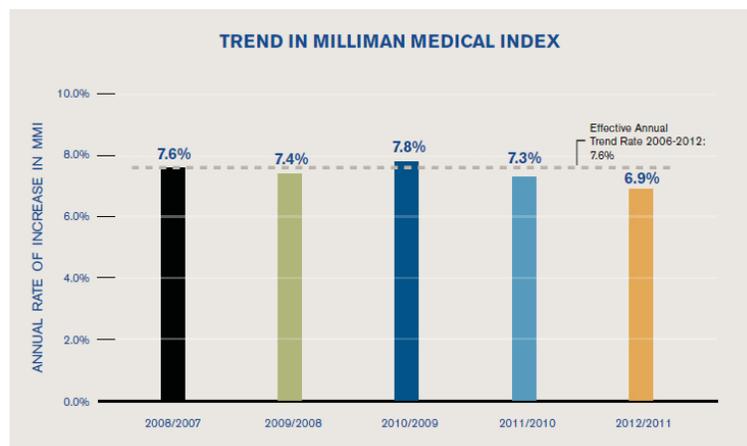


FIGURE 2



Continued on page 38

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- This year the 6.7% increase in the employer's portion of costs was slightly less than the overall trend of 6.9%. The 7.2% growth in the employee's share of costs was slightly more than the overall trend of 6.9%. This latter number includes an 8.2% cost increase in payroll deductions and a 5.8% increase in out-of-pocket costs.
- Of the cities profiled by the MMI, the most expensive was Miami, at \$24,965, and the least expensive was Phoenix, at \$18,365. Phoenix is one of three of the 14 cities studied by the MMI whose cost for our family of four remains below \$20,000.

COMPONENTS OF COST

The total cost of care represented by the MMI reflects utilization of care, the amount charged for each service, and the mix of services that are used. We examine the trends in each of these components for each type of medical care provided to our family of four and then summarize those trends by five major categories:

- Inpatient facility care
- Outpatient facility care
- Professional services
- Pharmacy
- Other

There are several key takeaways from this year's analysis of healthcare service areas:

- At less than 9%, outpatient cost increases are single-digit for the first time in four years. Outpatient costs still exhibit the highest rate of increase of all major categories of care.
- Hospital inpatient care trends also exceed the overall trend rate, now accounting for nearly as much in total dollars as physician care. Utilization remained approximately unchanged, but the average charge

per day increased 7.6%.

- Pharmacy's rate of growth is lower than in 2011 due to ongoing increases in the availability of generics. Specialty drugs will have an increasing impact on trends in the future but are currently still a minor portion of costs.
- Physician cost increases are up but still less than overall MMI trends.

On a percentage basis, cost increases are down in every service category other than physician costs. On a dollar basis, the increase is still noticeable for the MMI family of four.

Costs are going up across all service categories, and in each category the total is enough to constitute a significant household expense. For any given

family, these costs may vary, with many families accumulating less than \$20,000 in medical costs this year and others seeing expenses in excess of \$20,000. This kind of variance is to be expected. Insurance helps make healthcare a more predictable expense for these families by spreading the risk and expense across the insurance pool and over a prolonged period of time.

While many of these expenses remain obscured to the consumer, and while there is much variation from year to year, on average these costs quietly constitute among the highest household expenses for many families. For example, pharmacy costs for our family of four in 2012 exceed \$3,000 for the first time, and the costs of inpatient and outpatient facility care combined

FIGURE 3

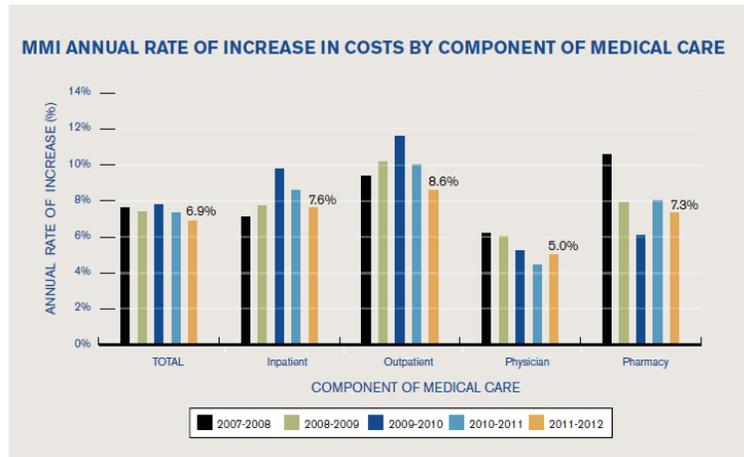
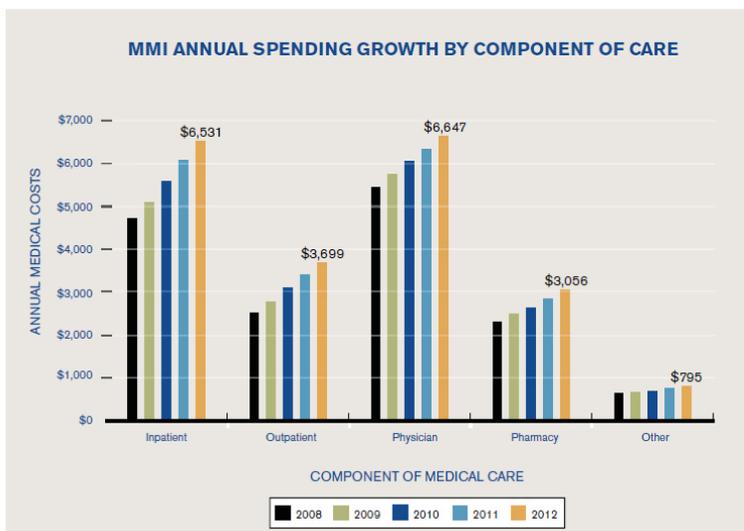


FIGURE 4



Continued from page 38

exceed \$10,000. Even when divided up, the pieces of a \$20,000 pie are pretty big.

GEOGRAPHIC COST DIFFERENCES

While the underlying drivers of healthcare costs are ultimately the same—the cost of services provided and the volume of services utilized—they vary from one location to another. Every year, the MMI examines costs in 14 different cities across the United States as a way of illustrating the regional nature of healthcare costs.

This year, all but three of the cities studied exceeded \$20,000 in the cost of care for the typical family of four. As has been the case for several years, Miami (\$24,965) was the most expensive city studied and Phoenix (\$18,365) was the least expensive. In 2012, the difference in cost between the two cities is \$6,600, nearly a third of the national average MMI.

There are a number of reasons why costs for any specific family in one of these cities will vary from the national average. For comparison purposes, the MMI equalizes for differences such as plan design and demographics. What's left in the illustrated differentials by city is a reflection of differences in how care is delivered as well as the amount that providers and payors negotiate as payment for services.

EMPLOYEES' SHARE OF HEALTHCARE COSTS

In order to understand the drivers behind the employer and employee portions, it is necessary to clearly define each source of payment for medical care. For the MMI, we use three main categories:

- **Employer subsidy.** Employers subsidize a portion of the monthly premium costs for their employees' coverage.

• **Employee contributions.**

Employees who choose to participate in the plan pay the remainder of the monthly premium costs, usually through payroll deductions.

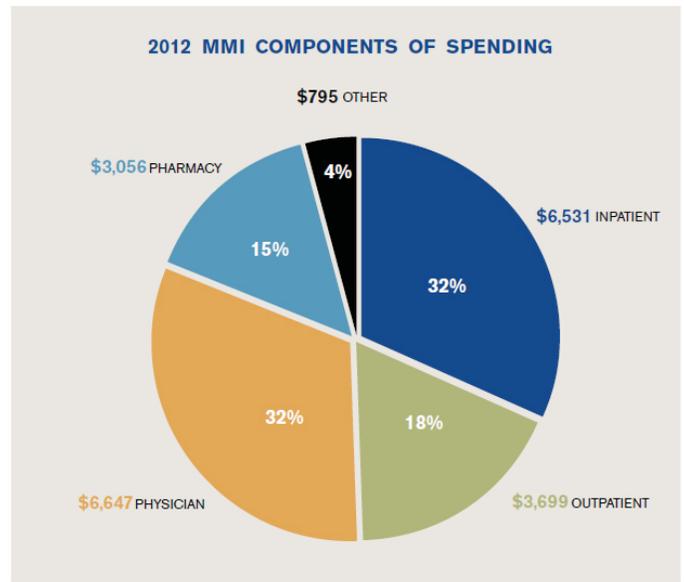
• **Employee out-of-pocket cost at time of service.**

Employees who receive care may have copays, deductibles, and other design elements that are paid out of pocket at the time of service.

In total, employers continue to shoulder the larger share of these costs. However, in all but one year between 2007 and 2012, employee costs increased by a greater percentage than employer costs.

Figure 7 shows the relative proportions of each of these three categories. Of the \$20,728 medical cost for a family of four, the employer pays about \$12,144 in employer subsidy while the

FIGURE 5

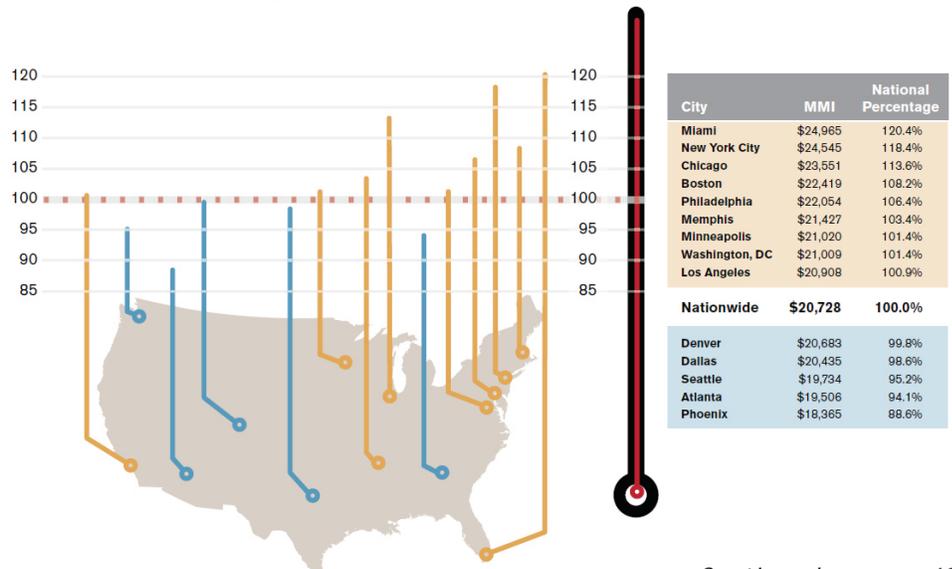


employee pays the remaining \$8,584, consisting of \$5,114 in employee contributions and \$3,470 in employee out-of-pocket costs.

Out-of-pocket costs are of particular significance given PPACA's focus on actuarial value, a concept predicated on the percentage of a plan's costs that is paid out of pocket by the insured. Figure 8 indicates how, as was the case last year, the MMI's plan remains slightly better than a gold plan as defined by PPACA. The MMI plan has maintained a relatively stable actuarial value over

FIGURE 6

PERCENTAGE OF NATIONAL AVERAGE



Continued on page 40

Continued from page 39

time because employers typically adjust their plan designs on an annual basis to keep pace with increases in the underlying medical trend. If no such adjustments were made and deductibles and copays remained static, the plan would become richer and would eventually exceed the *platinum* threshold.

In addition to a typical PPO plan, many employers are providing employees an option that includes higher out-of-pocket cost sharing in exchange for employer contributions to a health savings account and lower payroll deductions. Some believe that these kinds of high-deductible concepts lead to greater cost awareness by patients. Along these lines, some plans that may become available through the state insurance exchanges may contain lower actuarial values than the type of plan exemplified by the MMI.

Figures 9 and 10 illustrate how cost sharing has evolved over time. In 2012, employers assumed \$759 of the total increase. Employees saw a dollar increase of \$576. The employee's 7.2% increase in the amount of out-of-pocket costs and payroll deductions was less than the prior year, when employees faced a 9.3% cost increase.

In the past year, the MMI plan did not undergo significant design changes. Long-term, employers may be looking for new design concepts that tackle the ongoing cost-control challenge. Design concepts under consideration may include a possible move toward increased use of defined contribution concepts and continued momentum toward high-deductible plans or plans leveraging accountable care organizations (ACOs).

HEALTH REFORM AND HEALTHCARE COSTS

PPACA institutes widespread changes to the healthcare system. With the constitutionality of the law currently under scrutiny by the U.S. Supreme Court, there are several scenarios for the future of American healthcare. PPACA may be upheld entirely, it may be only partially upheld, or it may be struck down entirely.

While each of these scenarios has implications for how healthcare is accessed and financed, they are not necessarily significant when it comes to actual healthcare costs. Healthcare cost drivers include the cost of services and the volume of services used. The main focus of PPACA is on expanding coverage and on who should pay for these services. PPACA contains limited direct focus on reducing overall healthcare spending for a family of four covered by an employer-sponsored PPO.

There are implications for consumers, employers, providers, and the federal

government. We will examine the implications for each of these points of view.

Consumers

Employees receiving healthcare coverage as a benefit of employment may have already noticed changes that are due to PPACA. Those include benefit eligibility for adult dependents up to age 26, coverage of preventive care without any out-of-pocket cost sharing, and elimination of maximum benefit limits. What will they see in the coming years?

FIGURE 7

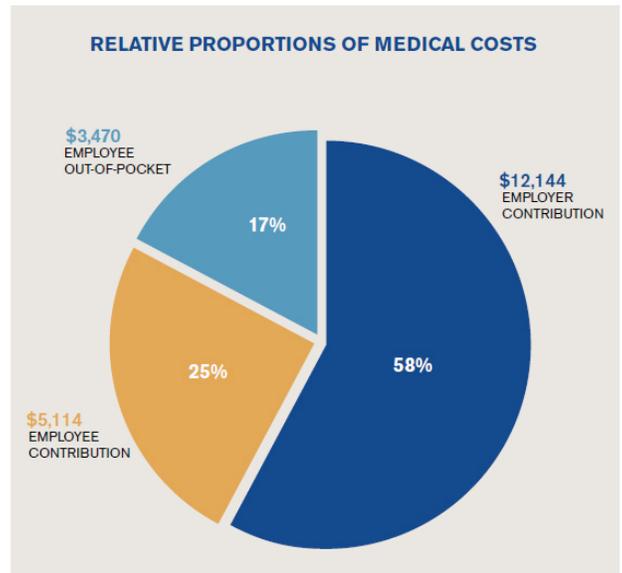
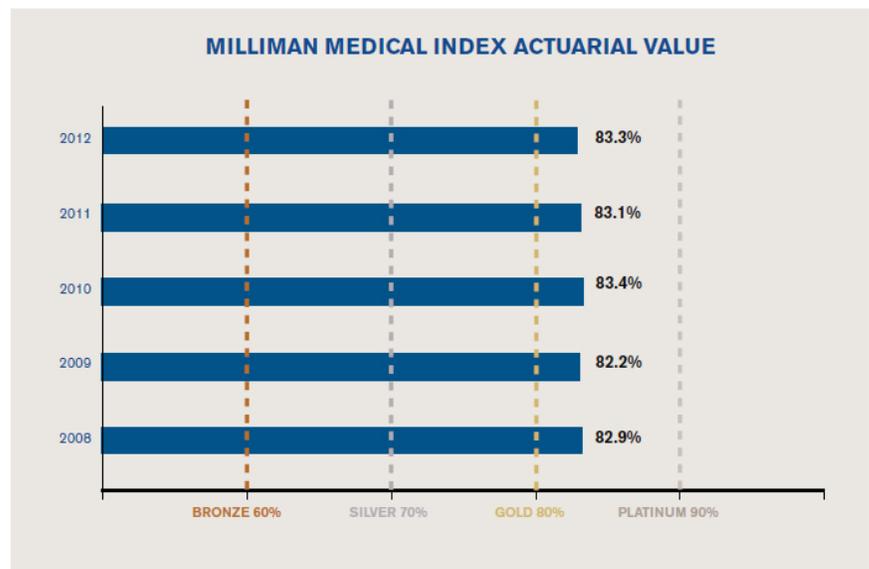


FIGURE 8



Continued on page 41

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With PPACA fully intact

If PPACA proceeds fully intact, then the changes for employees will depend on what strategy their employer decides to utilize. Some employers will retain the same basic benefit structure but may implement larger-than-average increases in out-of-pocket cost sharing or payroll contributions toward premiums in order to offset the increased employer obligations required by PPACA.

Some employees may decide that they prefer the healthcare coverage provided through the exchange. Other employees may be forced to pursue alternatives if their employers terminate healthcare coverage and possibly replace it with cash compensation.

In either case, if employees become responsible for purchasing their own healthcare coverage then they would likely find more coverage options than were previously available to them when their employers preselected a menu of options. They might be surprised, however, to see the total premium cost because they have potentially been insulated from the total cost of care.

With no individual mandate

Employees with coverage available through their employer-sponsored health plans currently make a decision about whether participation is right for them. Without the individual mandate, they would continue to make a similar decision based on the plan options

offered, their personal financial situation, and perceived potential need for healthcare.

No PPACA

If all provisions of PPACA were struck down or repealed then consumers would be in a situation similar to where they are now. Furthermore, their employers may decide to roll back some of the changes already implemented, such as covering dependents up to age 26.

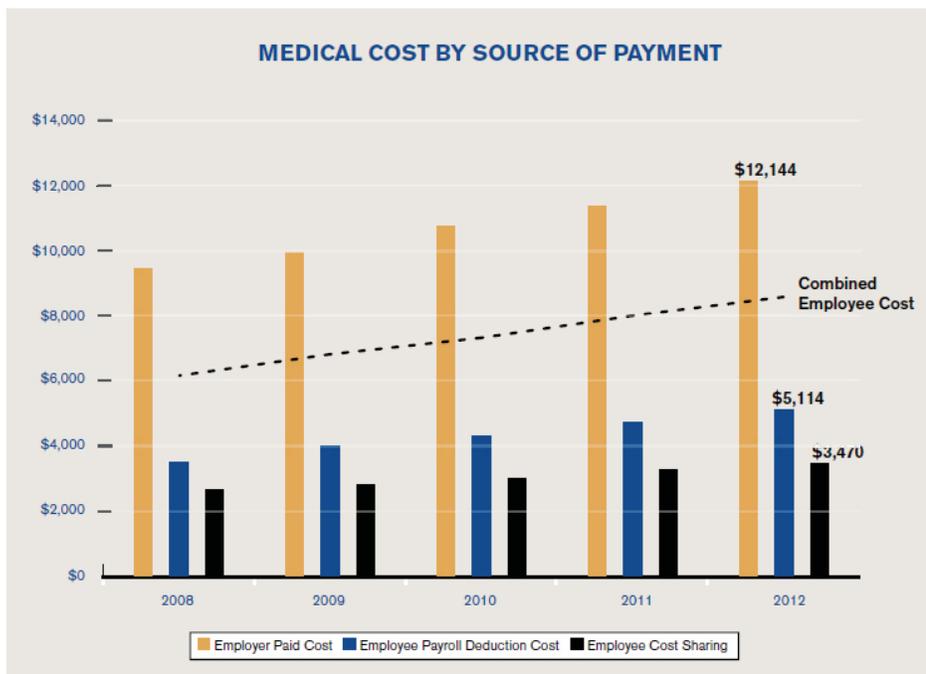
Employers

Employers have been implementing changes to comply with PPACA over the last two years, including extending eligibility to adult dependents up to age 26, covering preventive care with no out-of-pocket cost sharing, providing unlimited lifetime benefit maximums, and other coverage requirement provisions.¹ Employers that wanted to delay some of the early requirements of PPACA could do so by maintaining grandfathered status.²

With PPACA fully intact

Proactive employers have been planning their benefit strategies to be in compliance with PPACA. Depending on the particulars of their workforces and existing benefit plans, they may expect increased costs that are due to more employees being eligible for and participating in the plan. Other cost drivers include selection risk, fees and potential penalties, an excise tax for very expensive plans, and the possibility that automatic enrollment materially impacts plan enrollment. For the most part, employers are planning to adjust their plans to offset these costs. In other words, PPACA's required changes that shift more of the financial burden to the employer are being offset by other changes that either reduce the overall cost of care and/or pass a similar portion of costs back to the employee.

FIGURE 9



ANNUAL INCREASE IN SPENDING SPLIT BY EMPLOYER AND EMPLOYEE PORTIONS

	2008/2007	2009/2008	2010/2009	2011/2010	2012/2011
TOTAL MEDICAL COST (EMPLOYER & EMPLOYEE)	7.6%	7.4%	7.8%	7.3%	6.9%
EMPLOYEE OUT-OF-POCKET COST SHARING	10.5%	5.4%	6.6%	9.2%	5.8%
EMPLOYEE PAYROLL DEDUCTION	10.1%	14.7%	8.0%	9.3%	8.2%
EMPLOYER PORTION	6.0%	5.4%	8.0%	6.0%	6.7%

Continued on page 42

In some cases, the possibility of eliminating or substantially reducing coverage is one of the options under consideration, even though there are penalties that offset some of the savings. Small employers may have additional options, including the Small Business Health Options Program (SHOP) exchange or dropping coverage without the same penalties facing large employers.

With no individual mandate

The presence of an individual mandate has little effect on employers unless other provisions, such as automatic enrollment into the employer's plan, would also be eliminated. For a fully insured employer, such as small groups, there could be an effect on insurance premiums if guaranteed issue remains, since the average health status of employees covered in this scenario may change. This does not, however, substantially change the underlying cost of care for the typical family of four.

No PPACA

If all of PPACA were eliminated, each employer would face the decision of whether to roll back plan changes that have already been made and in some cases have already become valued benefits for employees.

Providers

Providers face a number of new obligations under PPACA, and they have already begun to take on increased financial risk in ways that alter the fee-for-service dynamic that has created a perverse incentive to utilize care. While PPACA's primary focus is on health insurance reform, it may lead to changes in the way that providers work and are paid. Providers may move toward more accountable care, and provider risk sharing may lead to an improved healthcare cost environment.

With PPACA fully intact

PPACA introduces the possibility for providers to offer new arrangements such as ACOs. These concepts are already being explored by physicians and hospitals with employers and insurers. Over the long term, the typical family of four may find these options available through its employers or on insurance exchanges.

With fewer people uninsured, providers will see less uncompensated care. However, they may face capacity issues, and an influx of patients covered by Medicaid may also have compensation implications.³

With no individual mandate

Upward cost pressures are more probable. Without the individual mandate, there will be fewer incentives for uninsured individuals to purchase insurance unless they have significant healthcare needs.⁴ Over time, this may create adverse selection and drive up insurance premiums, resulting in more uninsured patients.⁵

No PPACA

PPACA is just one force already motivating changes by providers in how they deliver care to a family of four and how they are compensated for that care. Many initiatives that providers are exploring to improve care delivery, such as patient-centered medical homes (PCMH), may continue even without PPACA. The pressures to lower healthcare costs, including a focus on provider reimbursement, coordination of care, and narrower networks, will not go away.

Government

The government is by far the largest purchaser of healthcare services, so its actions as a healthcare purchaser affect the rest of the market. In addition, government regulations strongly influence the nature of employer-

sponsored healthcare benefits, and can influence plans via mandates and taxes.

With PPACA fully intact

When fully implemented, PPACA would reduce the number of the uninsured and, in turn, the amount of uncompensated care. In theory, this would reduce cost shifting by providers and reduce the charge for healthcare services that is paid by insured plans. Offsetting this effect is the increase in Medicaid enrollees. Because Medicaid typically reimburses substantially less than other payors, providers with substantial Medicaid patients typically subsidize the Medicaid care they provide through charges to other payors such as commercial insurers.

With no individual mandate

Even without the individual mandate, there are other incentives such as subsidies that could entice some previously uninsured individuals to obtain coverage. If these efforts were unsuccessful in substantially increasing the number of citizens with coverage, the government might still face pressure to reduce the number of uninsureds.

No PPACA

Although opinions about what solutions the country should pursue are diverse, government leaders across the political spectrum agree that the current access and cost dynamics are not sustainable. If PPACA is overturned, these dynamics will continue to be problems in search of solutions.

Impact on MMI family of four

While several aspects of healthcare reform would have meaningful impact on the cost of insurance coverage, the effect on the total cost of care is very limited for our family of four. For example, medical loss ratio rules and stringent review of health insurance increases may reduce insurer profits

and also put pressure on insurers to be as efficient and low-cost as possible. But the cost of care for this family of four is still \$20,728, which excludes insurer profits and administrative expenses.

While efforts to be more administratively efficient may lead to lower premiums, they do not directly affect the cost of delivering healthcare to the MMI family of four.

What will it take to significantly affect the cost of care? Some of the movements already under way may help. Examples include better care coordination, a focus on outcomes and efficiency, increased patient accountability, and healthier lifestyle choices.

Whether the nation is next debating new legislation from scratch or next steps to take us beyond the financing issues of PPACA to meaningful cost reforms, the amounts at stake will not go unnoticed.

TECHNICAL APPENDIX

The Milliman Medical Index (MMI) is made possible through Milliman's ongoing research in healthcare costs. The MMI is derived from Milliman's flagship health cost research tool, the Health Cost Guidelines™, as well as a variety of other Milliman and industry data sources, including Milliman's *MidMarket Survey*.

The MMI represents the projected total cost of medical care for a hypothetical American family of four (two adults and two children) covered under an employer-sponsored PPO health benefit program. The MMI reflects the following:

- Nationwide average provider fee levels negotiated by insurance companies and preferred provider networks
- Average PPO benefit levels offered under employer-sponsored health benefit programs⁶

- Utilization levels representative of the average for the commercially insured (non-Medicare, non-Medicaid) U.S. population

Variation in costs

While the MMI measures cost for a typical family of four, any particular family or individual could have significantly different costs. Variables that impact costs include:

Age and gender. There is wide variation in costs by age, with older people generally having higher average costs than younger people. Variation also exists by gender.

Individual health status. Tremendous variation also results from health status differences. People with chronic conditions are likely to have much higher average healthcare costs than people without these conditions.

Geographic area. Significant variation exists among healthcare costs by geographic areas because of differences in healthcare provider practice patterns and average costs for the same services.

Provider variation. The cost of healthcare depends on the specific providers used. Costs also vary widely because of differences in both billed charge levels and discounts that payors negotiate.

Insurance coverage. The presence of insurance coverage and the amount of required out-of-pocket cost sharing also affects healthcare spending.

For further perspective on how the Milliman Medical Index fits in the evolving healthcare system, visit our blog at: <http://www.healthcaretownhall.com/?tag=milliman-medical-index>

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consulting practices in healthcare, property & casualty insurance, life insurance and financial services, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.

¹ Haynes, R., Chanin, J., & Bonsee, P. Healthcare reform and employers: Next steps. Milliman Insight. (2010, October 21.) Accessed May 8, 2012 at http://insight.milliman.com/article.php?cntid=7408&utm_source=healthcare&utm_medium=web&utm_content=7408&utm_campaign=Milliman%20On%20Healthcare

² O'Connor, J. Patient Protection and Affordable Care Act: Implications of Status as a Grandfathered Plan. Benefits Quarterly. (2011, First Quarter). Accessed May 8, 2012, at www.ifeb.org/inforequest/0159542.pdf

³ Proebsting, D. Why hospital cost shifting is no longer a viable strategy. Milliman Insight. (2010, June 24). Accessed May 8, 2012, at http://insight.milliman.com/article.php?cntid=7254&utm_source=search&utm_medium=web&utm_content=7254&utm_campaign=Search

⁴ Houchens, P. Measuring the strength of the individual mandate. Milliman Insight. (2012, March 6). Accessed May 8, 2012, at http://insight.milliman.com/article.php?cntid=8039&utm_source=healthreform&utm_medium=web&utm_content=8039&utm_campaign=Milliman%20On%20Healthcare

⁵ Snook, T. & Harris, R. Adverse selection and the individual mandate. Milliman Insight. (2009, October 19). Accessed May 8, 2012, at http://insight.milliman.com/article.php?cntid=7159&utm_source=search&utm_medium=web&utm_content=7159&utm_campaign=Search

⁶ For example, for 2012, average benefits are assumed to have an in-network deductible of \$610, various copays (e.g., \$110 for emergency room visits, \$25 for physician office visits, \$11/18%/25% for generic/formulary brand/non-formulary brand drugs), coinsurance of 17% for non-copay services, etc.

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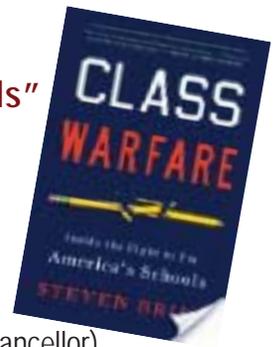
Book Review

"Class Warfare: Inside Fight to Fix America's Schools"

Steven Brill, Author

Review by Orvin R. Clark, EdD, RSBA, Chair, Graduate Council,

Educational Leadership Department, University of Wisconsin - Superior



Class Warfare: Inside Fight to Fix America's Schools was written by

Steven Brill. Steven Brill, an Investigative Journalist is CEO of Press+. He has written feature articles for the New Yorker, New York Times magazine, American Lawyer magazine, Court TV and Brill's Content magazine. He is author of **After: How America Confronted the September 12th Era and The Teamsters**. Brill teaches journalism at Yale and founded the Yale Journalism Initiative.

Class Warfare is 462 pages in length, including notes. The book consists of 83 short stories mainly about urban schools and unions and mostly about New York City and Washington, D.C. schools. Other urban schools identified were Los Angeles, Detroit, Milwaukee, Chicago, Newark, and Houston. Steven Brill interviewed 152 people named in the book. Among them are:

- Joe Klein, New York City Schools Chancellor
- Michael Bloomberg, New York City Mayor
- Randi Weingarten, UFT and AFT President
- Rahm Emanuel, City of Chicago Mayor and former White House Chief of Staff
- David Axelrod, Presidential Advisor
- Arnie Duncan, Secretary of Education
- Barack Obama, Senator and United States President
- Hillary Clinton, Presidential Candidate and Secretary of State
- Bill Clinton, United States President, Goals 2000

- Al Shanker, Former UFT President, Committee on Political Education (COPE), Al Shanker Institute
- William Bennett, Reagan Administration Secretary of Education, Nation At Risk
- Bill and Melinda Gates, Gates Foundation
- John Schnur, Princeton Graduate, worked for Bill Clinton's Presidential Campaign and Al Gore's Education Aide; created "Race to the Top" proposal
- Jessica Reid, UCLA Graduate, Ass't Principal Harlem Success Academy
- Michelle Rhee, Cornell Graduate, TFA, Superintendent Washington DC Schools
- Sarah Usdin, Colgate Graduate, TFA
- Michael Johnston, Yale Graduate
- Wendy Kopp, Princeton Graduate, founder of Teachers For America (TFA), 1990
- David Levin, TFA
- Linda Darling-Hammond, Education professor and scholar, Columbia & Stanford, critic of TFA

Steven Brill declares that the public education system in urban cities has been discriminating against populations which are disadvantaged (minorities, English language learners and the poor). He tells of the White House commission's alarming report in 1983 "Nation at Risk" and recent efforts to improve America's education including President Obama "Race to the Top", Florida's new pupil-testing/teacher evaluation program, Bill and Melinda Gates (Gates Foundation), Joe Klein (New York City Schools Chancellor), Wendy Kopp (Teach for America) David Levin (Knowledge Is Power Program),

Michelle Rhee (Washington D.C. Schools Chancellor).

Steve Brill's realization of the need for substantial change came in 2009 when he toured a New York City school "rubber room" where 15 teachers spent their days doing nothing (except they talked to each other, watched TV, played cards, read books & magazines, and slept) while earning full pay and benefits. About 600 other teachers were similarly occupied in other city locations - all accused of misconduct or incompetence and awaiting resolution of charges, a process that usually took 3-5 years and rarely resulted in dismissal since the union had the right to approve the arbitrators.

Traditionally, policymakers have attempted to raise the quality of teaching by adding hurdles for those seeking to enter the profession. Once hired, districts typically do very little additional screening; tenure is awarded as a matter of course to almost all after 2-3 years of teaching, very few are discharged, and no financial incentives are provided to improve. Most districts increase teacher pay by years of service, degree and college credits accumulated. However no relationship has been found between these criterion and student achievement.

New York City public school teachers' contract is 167 pages long, mostly about job protection and what teachers can and cannot be asked to do during their 7 hour/day, 179 day year. Only one formal observation per term is allowed for their annual evaluation and union representatives insist the teacher receives advance notice. The

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June 2012 45

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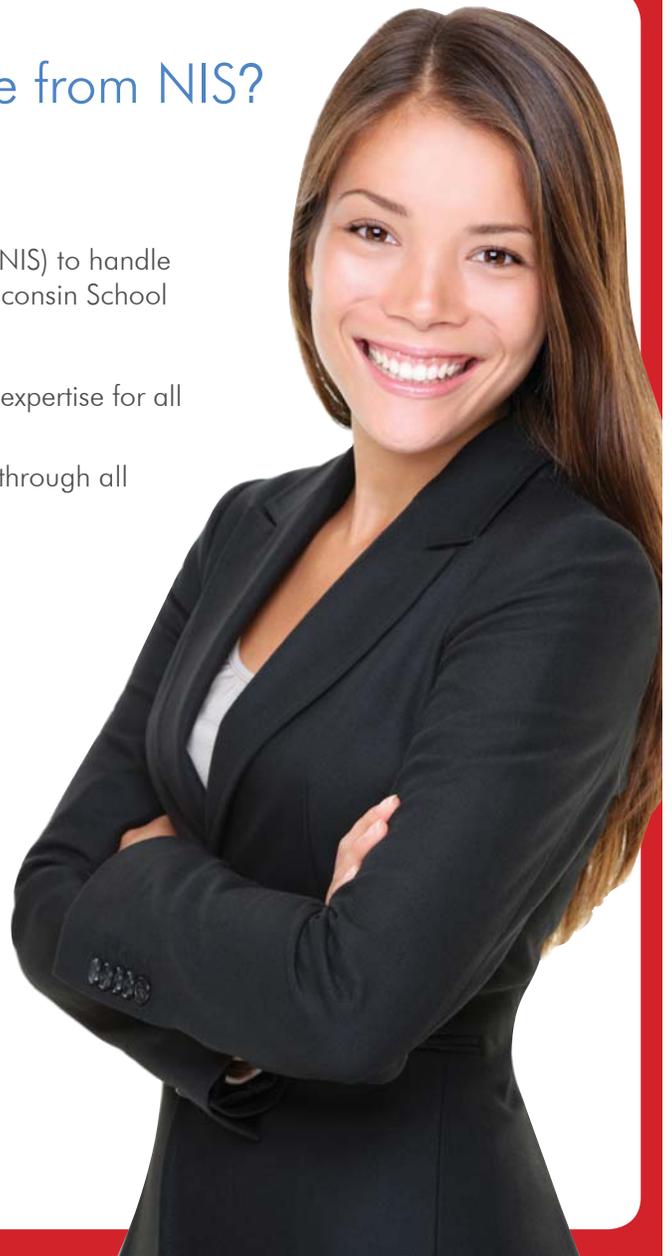
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Book Review

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city's schools spent an average \$19,358 per pupil in 2009-10, even more if teacher pensions were fully funded. The Cost per teacher rose from \$63,022 to \$110,551 in 2009-helped considerably by Mayor Bloomberg's desire to avoid confrontation prior to his third run for office. Since Joe Klein, NY City Schools Chancellor, left office, little or no progress was made on the "rubber room" issue. Very few have been fired and most went back to the classroom or were reassigned to "paid reserve." The good news is that after "adjusting" for state level test changes and the composition of NYC SAT test-takers, pupil achievement has improved significantly.

Michelle Rhee, Washington D.C. School Chancellor, closed 23 schools, fired 36 principals, and cut about 120 office jobs her first year. She then got the right to fire anyone for non-performance, as well as pay-for performance in exchange for 20% pay raises and bonuses of \$20-\$30,000

for "strong student achievement." She fired 226 teachers (about 5%) and warned 737 others. Meanwhile, Mayor Fenty (her protector) was voted out of office-not surprising in an area where 38% of adult work for the government and are not likely sympathetic to those challenging government workers and unions.

What are the lessons from these reform efforts? (1) Neither more money nor more technology is the answer. (2) Teacher certification has very little impact (no statistically significant difference) on pupil performance. Good teachers, however, can make a much greater difference. (3) Being an effective teacher is very demanding and can burn out the individuals involved. (4) Public school reforms are likely to be stopped through politics. (5) Obama's "Race to the Top" reform program, aimed at encouraging and rewarding teachers according to pupil gains, has been drowned out by traditional education support during his administration.

6) Colleges of Education have had almost a non-existent impact on pupil performance. Also, Steve Brill states that the disappointing overall data about charter schools is that considerable evidence indicates they're not much better, if at all, than the regular public schools.

The book closes with Brill's inclusion of the Wisconsin labor demonstrations in Madison last spring due to Governor Walker's elimination of the public union's ability to collectively bargain. Brill made a negative critique on what Walker has done, saying he has gone too far and may cause the pendulum to swing back quicker than if he had not been so aggressive. The national organization "Democrats for Education Reform" has sided with the teachers' unions and against the governor.

Class Warfare: Inside Fight to Fix America's Schools is a worthwhile read if you are interested in educational unions, politics and reform.

The logo for alio, featuring the word "alio" in a lowercase, rounded, green font with a registered trademark symbol. The letter 'a' is stylized with a yellow-to-green gradient.

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WASBO Remembers Howard Rom

Howard Bernhard Rom, age 82, went to his Heavenly Father on April 28, 2012. He was born to Rev. Bernhard and Jeanette Rom on October 6th, 1929 in Madison, Wisconsin. After graduating from East High School in 1947, he attended the University of Wisconsin-Madison School of Education, graduating in 1951 with a Bachelor of Science Degree in English and Speech. In September 1951, he entered the Army and was honorably discharged in 1953 having served in the Counter Intelligence Corp. Upon discharge, he entered the University of Wisconsin, graduating in 1954, receiving a Master's Degree in School Administration.

After employment as Business Manager of Schools in Bayside-Fox Point, he became the Business Manager of Madison Area Technical College, attaining the position of Operation Administrator and Deputy Director. He retired in 1989. Howard and Janice Walker were united in marriage on October 24th, 1953 and had 58 happy and loving years together. Howard was a family man first who provided unconditional love. He also encouraged a personal relationship with God through Jesus Christ to each one in his family.

Howard is survived by his wife, Janice and his three children, Karren Rom of Madison, Eric (Bonnie) Rom of Gotham, Wisconsin and Christi (Bob) Branch of Downer's Grove, Illinois and his 11 grandchildren: Molly Brennan, Jason, Aaron, Natalie (Ian) Hall, Andrew, Joshua, Mary and Grace Rom, Adam, Jennifer and Allison Branch and two great grandchildren: Hannah and Jasher Hall. He is also survived by his sister Margaret (Harold) Broman of North St. Paul, Minnesota, and sister-in-law Barbara Clinton of Madison, Wisconsin and nieces and nephews.



Available Statewide



Employee Handbooks = New Post-Employment Options

LET'S TALK!

ALL-IN-ONE SOLUTION

The **Wisconsin OPEB Trust** program, from CESA 6, has options to manage, analyze and innovate the right post-employment benefit choices for your school district including health reimbursement accounts (HRA).



www.wiopeb.com

Contact:
Dave Van Spankeren
920-236-0518
dvanspankeren@cesa6.org



Welcome New Members

April - May 2012

District Professional Members

- **Linda Bellomo**, Technology Director/Student Services, JEDI Virtual School
- **Brenda Bergmann**, Business Services Assistant, Hortonville
- **Audra Brooks**, Executive Assistant/Bookkeeper, Colby
- **Andrew Koehler**, Building Maintenance, Fort Atkinson
- **Shari Kordecki-Ralph**, Supervisor of Finance, New Berlin
- **Robert Smith**, Director of Buildings & Grounds, Tomorrow River

Keep us Posted!

Retiring?

Contact us before you leave so we can update your member type to retired and get your contact information.

We want to keep in touch!

Changing Districts?

Be sure to update your profile at www.wasbo.com so you don't miss any communications.

Give us a call if you need help.

Service Affiliate Members

- **Sharon Alexander**, Marketing/Sales Rep, Hot Water Products, Inc.
- **Mark Eagleburger**, CEO, Stop Walk Talk
- **Roger Ebert**, Network Health
- **Jordan Fisher**, Fisher Tracks, Inc.
- **Stephen Harth**, Director of National Accounts, Educational Shippers Association
- **Chris Herek**, Government State Specialist, Fastenal Company
- **David Hookstadt**, Maverick Energy
- **Amanda Jovanovic**, Sales Coordinator, Polygon
- **Wendy Maus**, VP, Palmer Company, Milwaukee Branch
- **Patrick McCarthy**, Director, Customer Relations, North America Central School Bus
- **Jerry Olson**, Project Manager, Green Associates
- **Dan Pecanac**, Benefits Consultant, Willis Group
- **Michael Timmer**, Account Executive, OfficeMax
- **Scott Van Willigen**, Customer Solutions Manager, Diebold Incorporated
- **Jennifer Zech**, Member Resource Representative, HPS

Renew your WASBO membership for

July 1, 2012 - June 30, 2013

at www.WASBO.com.

On the Move

- **Jerry Dudzik** from Hartford UHS to Springsted, Inc.
- **Lori Ames** from DPI to Middleton-Cross Plains
- **Bob Chady** from Cambridge to Merton

Upcoming Retirements

- **Tom Helgestad** from Wisconsin Rapids
- **Al Hetzel** from Stevens Point
- **Jim Long** from Baraboo
- **Craig Loram** from Oregon

ASBO Intl. New Members April 2012

- **Holly Burr**, Gresham SD
- **Benjamin Irwin**, New Berlin SD

ASBO Intl. Membership Milestones

- **Gail A. Haack**, RSBA, Algoma SD (5 years)

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Stay Connected



Eagle Award - WASBO nominates the previous year's recipient of WASBO's Zastrow Award for the ASBO International Eagle Award. This year Ken Mischler from the Manitowoc Public School District is our candidate. We believe Ken has an excellent chance of being selected.

WASBO Purchasing Card Program - Sixty-three Wisconsin school districts will be receiving their rebate checks by the end of June. With Wisconsin program purchasing volume over \$20.6 million, over \$ 215,000 will be going back to schools. One district will receive \$22,476. WASBO participates in this purchasing card program with 12 other ASBO state affiliates to offer a purchasing card program to districts that provides rebates to school districts of any size and for any purchasing volume.

Interim Assignments - School Business Officials are taking new positions during these upcoming summer months, leaving a void in the districts they are leaving. Many of these districts are in need of assistance for interim school business officials until their opening is filled. If you would like to be considered, please send a one-page resume and other pertinent details to the WASBO office. Some retired members have already done so, but more are needed.

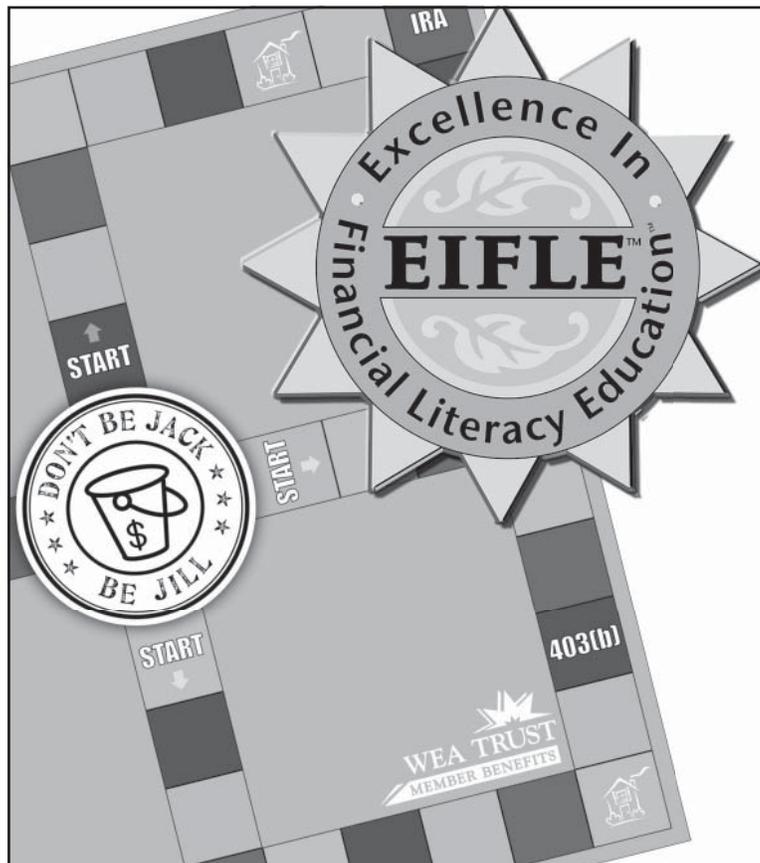
Thank You - This past year we witnessed historical changes in educational legislation. Some believed the changes would provide opportunities. Others believed the changes would result in potential problems. History will likely find the truth to be somewhere in between. Nevertheless, we all faced significant challenges throughout the year.

WASBO members persevered by continuing to network at professional development opportunities.

WASBO members supported each other, discovering the best possible solutions and innovative ideas. We collaborated with colleagues and fellow professional educational leadership associations. We built relationships with staff, community and legislators. Most importantly, we advocated for Wisconsin's students.

Schools opened in September, providing a safe learning environment, transporting children, offering nutritional meals and allocating the available resources in a way that offered students every available learning opportunity. We did what we do best. We fulfilled our obligation to be educational leaders.

Each WASBO member deserves a thank you and debt of gratitude for demonstrating that leadership does make a difference for our students. I thank you, applaud you and appreciate your leadership. Take a moment to celebrate your success.



Member Benefits Wins **EIFLE Award for *Don't Be Jack*TM Financial Learning Game**

"Financial literacy is about giving people the tools they need to realize their own financial goals. Education provided in the workplace is a benefit to employees and the payoff for employers has been well documented. Member Benefits is a pioneer in providing workplace financial education and the game goes a long way toward promoting financial literacy in the state."

*David Mancl, Director of the Office of Financial Literacy,
Wisconsin Department of Financial Institutions*

For more information about offering this learning opportunity to your district staff at no cost, go to weabenefits.com/dontbejack.



**Wisconsin Association of School
Business Officials**
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Madison, WI 53704

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Upcoming Events - www.wasbo.com

Professional Development

WASBO Custodial & Maintenance Conference

June 20, 2012 - Nicolet Union High School, Glendale

WASBO Custodial & Maintenance Conference

July 25, 2012 - Kimberly High School, Kimberly

Investing in Wisconsin Public Schools Table Coach Training

August 7, 2012 - Holiday Inn, Stevens Point

Year of Success - New School Administrators and Business Support Staff Conference

August 8-9, 2012 - Holiday Inn, Stevens Point (Viterbo Credit)

CSRM - Bullying Prevention

September 19, 2012 - WSCL, Madison

WASBO Fnd Scholarship Golf Outing

September 26, 2012 - Autumn Ridge Golf Course, Valders

WASBO Fall Conference

September 26-28, 2012 - The Osthoff Conference Center, Elkhart Lake (Viterbo Credit)

Investing in Wisconsin Public Schools Table Coach Training

September 28, 2012 - The Osthoff Conference Center, Elkhart Lake

CSRM - Fundamentals of Risk Management

October 9, 2012 - WSCL, Madison

CSRM - Handling School Risks

October 10, 2012 - Wisconsin School Leadership Center, Madison

ASBO Annual Meeting & Expo

October 12-15, 2012 - Phoenix, AZ (Viterbo Credit)

Midwest Facility Masters Conference

October 29-30, 2012 - Kalahari Conference Center, Wisconsin Dells (Viterbo Credit)

CSRM - Measuring School Risks

November 7, 2012 - WSLC, Madison

CSRM - Funding School Risks

November 8, 2012 - WSLC, Madison

CSRM - Administering School Risks

November 27, 2012 - Radisson Hotel, Madison

Year of Success - Winter at a Glance

November 27, 2012 - Radisson Hotel, Madison

WASBO/WASPA School Personnel Academy

November 28-29, 2012 - Radisson Hotel, Madison (Viterbo Credit)

Committee Meetings

School Facilities Committee

August 7, 2012, 9:30 am, WASBO Office, Madison

Safety & Risk Management Committee

August 7, 2012, 12:00 pm, WASBO Office, Madison

Transportation Committee

July 12, 2012, 10:00 am, WASBO Office, Madison

Fall Conference Planning Committee

July 10, 2012, 10:30 am, WASBO Office/Conf. Call

Midwest Facility Masters Planning Committee

July 19, 2012, 10:00am, WASBO Office, Madison
Aug. 16, 2012, 10:00am, WASBO Office, Madison
Sept. 6, 2012, 10:00am, WASBO Office, Madison
Oct. 4, 2012, 10:00am, WASBO Office, Madison

Spring Conference Planning Committee

June 27, 2012, 10:00 am, WASBO Office/Conference Call

Business Meetings

January 17, 2013 - Milwaukee, State Education Convention
May 10, 2013 - Green Bay, Spring Conference

Board of Directors Meetings

September 18, 2012	Madison
December 19, 2012	Madison
February 6, 2013	Black River Falls
April 24, 2013	Manitowoc
June 11, 2013	Madison

Regionals

Check www.WASBO.com for more information.
Look for Fall meeting dates in the August newsletter.

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

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

Northeast - Meetings start at 11:00 a.m.

Northwest - Meetings start at 10:00 a.m. at Lehman's Supper Club in Rice Lake.

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

Southwest - Meetings start at 12:30 pm. at CESA #3
October 10, 2012, November 7, 2012, February 20, 2013, April 17, 2013

West Central - Meetings are from 10 am - 1 pm at the Sparta Area SD Administration & Education Center

WI Valley - Coffee at 9:00, Meeting at 9:30.
June 15, 2012 (Rhineland)er)
August 17, 2012 (Antigo)



Year of Success

WASBO New School Administrator and Support Staff Conference

August 8-9, 2012
Holiday Inn Hotel & Convention Center
Stevens Point, WI

New Superintendents, Business Managers and Business Office Support Staff will learn about crucial timelines, financial reports and state laws that are most pertinent as the school year begins. Topics covered include: HR & District Handbooks, Revenue Limis, Equalization Aid & Levy, Membership Counts, Categorical Aids, WUFAR, Fundamentals of Cash Flow and Budgeting, Roles & Responsibilities of the Business Office and Building Trust. Come as a team to assure your success when handling the finances of your school district.



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