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We appreciate the opportunity to submit this proposal. Before answering the questions that appear in the Request For Proposals (RFP), we wish to take a moment to address the variety of services identified on Page 1 and 2 of the RFP.

We are highly capable and provide daily counsel in almost all of the areas identified in this portion of the RFP. We would, however, highlight a select few for the Board's information:

- Collective bargaining has been greatly restricted since the passage of Wisconsin Act 10. However, prior to Act 10, Attorney Strang negotiated almost 200 collective bargaining agreements.

Mr. Strang is experienced with all substantive hearings held before the Wisconsin Employment Relations Commission. Mr. Strang authored the chapter concerning prohibited practices for the State Bar of Wisconsin's Public Sector Labor Law publication.

Mr. Strang distinguished himself as a successful negotiator of collective bargaining agreements for school district clients who valued his clients' relationships with their employees and who was well received by labor organization representatives.

- Mr. Strang is a former President of the Wisconsin School Attorneys Association (2001-2002) and served on the Association's Board of Directors.
- Mr. Strang and Ms. Stigler have developed systems for negotiating school district property acquisitions, architectural contracts, and subcontractor agreements.

Again, we have extensive experience in each and every area outlined at the beginning of the RFP but wanted to make special mention of these areas as well.

I. ORGANIZATION/CONTACTS

1. What is your ownership format and how does it impact your organizational decisions and client service?

We are a boutique law firm organized as a LLC practicing exclusively in school and higher education law. We contract our administrative functions and focus on our professional work for clients; consequently, our organizational decisions do not interfere with our professional work and are largely confined to limited executive decisions (compensation for support personnel, purchasing technology and technology services, purchasing legal resources, and health insurance for firm personnel).

1. At what point must you defer to your managing partner and executive leadership team on particular issues? What are those issues/guidelines?

Kirk Strang is the managing partner for the firm. The decisions of the firm are predicated on the Rules of Professional Conduct for Attorneys: the code of ethics for attorneys. Our services for clients must remain undiluted by business considerations at all times, and our ethical responsibilities represent the primary (and respected) guardrails for management issues.

2. The District is pursuing a quote in the areas as outlined above. In each area, please indicate who would be our point of contact for each area (or is one person a relationship manager and we would funnel all concerns/issues through him/her)?

We have served as the Waunakee Community School District's General Counsel for 23 years; since 2003. Attorney Kirk Strang has been the District's point of contact among our attorneys and our Executive Paralegal, Rebecca Stigler, has served as the District's primary contact for scheduling and triage purposes.

Subject to your approval, we propose that Attorney Kirk Strang and Executive Paralegal Rebecca Stigler continue to have primary responsibility for your account in the areas outlined in the District's RFP. Our clients generally contact our Executive Paralegal, Rebecca Stigler, so we can schedule conferences and meetings as the need arises.

Emergency contact procedures are and have always been in place to provide client access 24/7, and our cell phone, text, and email availability together with our dedication to clients ensure our responsiveness.

Additional biographical information concerning Mr. Strang and Ms. Stigler, as well as Attorney Erin Kastberg follows.

1. Please provide each individual person's biography/qualifications.

A. Attorney Kirk Strang

Education

- B.A., University of Wisconsin Madison (Political Science and History, With Distinction in Major and All University Honors).
- J.D., University of Wisconsin Madison (Law School).

Experience

Attorney Kirk Strang is one of Wisconsin's leading school and higher education attorneys, representing school districts, technical colleges, and other higher education institutions in all aspects of their operations. He advises school and higher education clients on all of the issues related to their status as governmental bodies, including open meetings, public records, search and seizure, and public contracting and bidding. He also advises schools and higher education institutions on the range of issues that are unique to educators and educational institutions, including pupil rights and discipline, pupil services, employment relations, administrator and teacher contracting, pupil transportation, regulation of co-curricular activities, open enrollment and residency, and other matters that are central to educational institutions' day to day operations.

Attorney Strang has been recognized by Best Lawyers in America for his work in education law and labor law, and as a Wisconsin Super Lawyer. Our firm has also been recognized as among the "Best Law Firms" by Best Lawyers in America and, in one year, Mr. Strang was recognized as a Lawyer of the Year by Best Lawyers. He maintains an active labor and employment practice, advising employers on the full range of labor and employment relations issues.

Mr. Strang also has extensive pre-Act 10 experience and has been involved in all aspects of contract negotiations and collective bargaining. Consequently, his practice has included (and perhaps will) include collective bargaining and contract negotiations, meet and confer support, prohibited labor practices complaints, family and medical leave, grievance and interest arbitration, employment policies and handbooks, unemployment and worker compensation, employment agreements, disability claims and accommodation, and other substantive areas that are central to human resources management and employment relations.

In addition to his transactional work, Attorney Strang continues to practice at the agency, circuit court and appellate court levels, and has made multiple appearances before our Wisconsin Supreme Court.

Attorney Strang regularly presents legal programming to groups around the state on education and labor and employment law issues. Kirk provides regular programming and training for the Wisconsin Association of School District Administrators (WASDA), the Association of Wisconsin School Administrators (AWSA), the Wisconsin Association of School Business Officials (WASBO), the Wisconsin Association of School Superintendents Assistants (WASSA), the Wisconsin School Attorneys Association (WSAA), and the Wisconsin Technical

College District Boards Association (WTCDBA). Kirk has been a close friend and supporter of WASDA and, in that capacity, has provided legal guidance to the Association, participated in and helped develop the WASDA summer legal program, and has been a primary legal resource to the group's New Superintendents Academy.

Attorney Strang also provides programming and training for clients at their request. Certain programming for clients who retain our firm as their general counsel is provided on a complimentary basis to help educate and train board members and administrators.

Attorney Strang is a contributing author of the State Bar of Wisconsin's treatise on "Public Sector Labor Law Relations in Wisconsin." He has advised the School Administrators' Alliance on legislation and legislative issues affecting our public schools. Kirk also chaired the State Bar of Wisconsin's annual employment law program for 13 consecutive years.

B. Rebecca Stigler, Executive Paralegal

Education

- B.A., Wheaton College (International Relations).
- Technical Diploma, Madison College (Post-Baccalaureate Paralegal), Perfect Honors.

Experience

After graduating from Wheaton College, Rebecca went on to earn her post-baccalaureate paralegal diploma from Madison College. As part of the team at Strang Law LLC, Rebecca provides support to Attorneys Strang and Kastberg in all areas of the practice.

Prior to joining our firm, Ms. Stigler served as an intern in the Wisconsin Department of Children and Families, Office of Legal Counsel. Ms. Stigler assisted the Office of Legal Counsel's attorneys and paralegals in its representation of the Department in matters before the Wisconsin Department of Hearings and Appeals.

Rebecca Stigler joined Strang Law LLC as a Paralegal/Executive Assistant in February 2022. Ms. Stigler works closely with Attorney Strang on a variety of

client matters and provides support in several areas of our practice, including but not limited to employment law, pupil discipline, special education law, and contracts.

Ms. Stigler has also provided support in litigation before Wisconsin courts and administrative agencies such as the Department of Public Instruction (DPI), the Department of Workforce Development-Equal Rights Division and Bureau of Labor Standards (DWD-ERD), and the Equal Employment Opportunities Commission (EEOC).

C. Attorney Erin Kastberg

Education

- J.D., University of Iowa College of Law
- MBA, Bradley University
- B.S., Iowa State University (Psychology and Sociology) with Honors and Distinction

Experience

Attorney Erin Kastberg has over twenty years of experience in legal affairs, risk management, human resources, and communications and governance. Erin rejoined Attorney Strang after he founded the firm in September of 2021. Kirk and Erin practiced together at Davis and Kuelthau, s.c. several years earlier, when Kirk Chaired that firm's School Law Team. Erin had since become the Vice President for Legal Affairs and General Counsel to Bradley University, but still jumped at the chance to work with Kirk again.

Attorney Erin Kastberg is of counsel to the firm. In this role, she advises school districts, technical colleges, and other higher education institutions on a variety of issues such as state and federal compliance including Title IV, Title IX and other Department of Education initiatives, risk management, labor and employment, collective bargaining, administrator contracts, public records, communications, privacy, discrimination claims, family and medical leave, disabilities and accommodations, employment policies and handbooks, employment agreements, investigations, grievance administration and employee discipline and termination.

Erin is also experienced in managing complex Title IX and harassment investigations and is a certified Title IX Coordinator through the National Association of College and University Attorneys.

i. Why do you operate in the manner outlined above?

Our experience with school district clients has been that they prefer direct access to the professionals providing services to the district and, in addition, that clients value being able to count on having their conferences and contacts with our personnel scheduled and/or addressed immediately.

ii. If it is a team, how do you ensure that all team members are advised of all current activities and communication with regard to the District without incurring additional costs?

The individuals providing services to the District are in direct touch with District personnel. The District is not charged for internal communications concerning scheduling of conferences and meetings.

3. If individuals in the organization besides attorneys (i.e., paralegals, etc.) are to perform services for the District, please outline their credentials and their billing rate or are they included in the retainer outlined below?

Billing rates for Attorney Strang and Ms. Stigler are specified in Section II, below.

4. How many other school districts do you have as clients?

We maintain an ongoing, regular practice for 15 school district clients.

1. Please provide three (3) school district references in each of the practice areas that are outlined above (assuming that multiple attorneys will be servicing our District)?

A. Chippewa Falls Area Unified School District.

Jeff Holmes
Superintendent
(715) 726-2417
1130 Miles Street
Chippewa Falls, WI 54729
holmesje@chipfalls.org

B. School District of Mauston.

Joel Heesch

Superintendent
(608) 847-5451
510 Grayside Ave
Mauston, WI 53948
jheesch@maustonschools.org

C. Richland School District.

Steve Board
Superintendent
(608) 647-6106
1996 US-14 W, PO Box 649
Richland Center, WI 53581
boas@richland.k12.wi.us

D. School District of Altoona.

Heidi Eliopoulos
Superintendent
(715) 839-6032
1903 Bartlett Ave
Altoona, WI 54720
heliopoulos@altoona.k12.wi.us

2. Please provide one (1) school district reference in each of the practice areas that are no longer a client and why.

Appleton Area School District
Kay Eggert
Board President
(920) 422-0051
KaysEggert@aasd.k12.wi.us

Board President Eggert has indicated that she would be happy to serve as a reference for Attorney Kirk Strang in any circumstance. President Eggert would be able to provide information concerning the District's legal services; however, we understand this was simply related to a new superintendent's previous working relationship with legal counsel (we welcome the opportunity to provide further information available on request).

5. Please clarify the primary contacts client management perspective. Do we call when we need services or is the approach more proactive?

Generally, our clients do call when they need services, and this is the primary means by which delivery of our services in specific matters begins. We would note that attorneys are expected to serve as fiduciaries and as custodians of their clients' legal welfare, and our profession is supposed to observe defined limits on soliciting client relationships and opportunities and, to some degree, even project or work opportunities.

Nevertheless, our fiduciary responsibilities, familiarity with our clients' policies, procedures, and education management philosophies, and our dedication to current scholarship do drive a more proactive or counsel-initiated delivery of services in certain circumstances.

6. How would you know if you are not meeting our needs (both you and as an organization)?

We have been the District's General Counsel for almost 25 years, so we have known many of the District's personnel for a long time and have a comfortable, honest professional working relationship. We know that our contacts within the District would feel comfortable sharing any concerns with us, whether related to my own work with them or that of our firm, and we have always felt comfortable asking them for feedback and assessment.

Our clients know that we expect them to be honest about their concerns and needs. We actively seek out their feedback, criticism, likes, and dislikes. Our service relationships are supported by an ongoing interactive dialogue and by our industry and commitment: this is our life's work and we will make the efforts and sacrifices necessary to make sure our clients succeed and feel supported by our firm.

7. Please disclose any investigations by any regulatory body or court, or pertinent litigation regarding conduct of your firm, its management, and particularly your firm's corporate and public finance/municipal bond departments.

None. We have never been investigated or been the subject of any inquiry regarding our professional conduct or business practices.

II. COMPENSATION

1. Please clarify your rate for services. If the hourly rate differs by the particular areas/attorney as outlined above, please outline the cost per service area.

Our fees are based upon the amount of time expended by attorneys and paralegals on your behalf. The firm will charge reasonable fees under the standards identified in SCR 20:1.5 of

the Wisconsin Rules of Professional Conduct. These standards are reflected in our hourly rates, which account for the following factors:

- The time and labor required, the novelty, complexity, and difficulty of the questions involved, and the skill requisite to perform the legal service properly;
- The fee, or rate of fee, customarily charged in the locality, industry, and region for legal services of a comparable or similar nature;
- The significance of, or amount involved in, the subject matter of the representation, and the responsibility involved in the representation;
- The time limitations imposed by the client or by the circumstances and, as between attorney and client, any additional or special time demands or requests of the attorney by the client; and
- The experience, reputation, diligence, and ability of the lawyer or lawyers performing the service and the skill, expertise, or efficiency of effort reflected in the actual providing of such services.

Hourly fees are adjusted from time to time to reflect increased experience and special expertise of the attorneys and paralegals involved, and cost increases affecting our practice. General fee increases may also occur as part of rate adjustments that are made at the beginning of the firm's fiscal year. In addition to our fees, we charge for disbursements and other out of pocket charges as described in our standard engagement letter.

Each month we generally furnish a statement describing our services rendered and separately showing disbursements and other charges. Statements are payable for services rendered for that month at the end of a one-month period, consistent with governing state statutes. There can be a delay in reporting disbursements and other charges, and therefore not all disbursements and charges may be billed at the same time as related legal services.

Hourly rates do not differ based on the service areas identified in the District's RFP. Please see below for individual hourly rates.

2. Your proposal should clearly identify the job title or classification and hourly rate of all individuals (including paralegals, etc.) to be utilized in the engagement based upon his/her area of legal expertise.

Billing rates of the individuals utilized in the engagement are as follows:

- Kirk Strang, Attorney: \$350 per hour.
 - Rebecca Stigler, Executive Paralegal: \$240 per hour.
3. Please outline specific fees for the following if different than the hourly rate referenced above:
1. Fees for phone calls
 2. Fees for e-mail and text messages
 3. Fees for Board of Education or staff training

Generally, our fees for legal services are uniform and based on our hourly rates. We charge for our professional services, although we have provided training and programming in certain circumstances as a courtesy to our clients.

We have provided complimentary training and inservicing for the District's summer administrative team meeting/outing when this program was planned by now-retired administrators (Chuck Pursell and Connie Beth).

We continue to encourage the District to commission one of our complimentary Board training meetings as the Board may wish. We welcome the opportunity to present to the Board in a variety of areas, including open meetings, public records, and school board governance. Our clients have been extremely pleased with these additional courtesy services, and they also provide us with an opportunity to build our working relationship with the Board and demonstrate our capabilities.

4. The initial services will be for one (1) year with the option of the District to continue services on a yearly basis thereafter. The Waunakee Community School District reserves the right to terminate the agreement at any time upon written notice to the law firm. Please explain how your rates change on an annual basis after the first year.

We do review our rates at the conclusion of our fiscal year, but this does not always result in a change in our hourly rates.

We recognize the District's authority to implement the service and service review schedule identified in this provision, and these terms are consistent with the Rules of Professional Conduct for attorneys. A client cannot be required by an agreement to continue a professional relationship with an attorney or law firm for any period of time and, accordingly, an attorney-client agreement's limited utility is to establish the agreed-upon fee and cost structure.

5. Unless otherwise stated, the Waunakee Community School District is not obligated, during the period stipulated, to purchase any or all of its legal services specified therein from the law

firm, and the law firm is obligated to supply the services that the Waunakee Community School District requires for its operation. The successful law firm will be required to coordinate its services with the superintendent and/or his/her designee.

We recognize that this arrangement is consistent with the Rules of Professional Conduct for attorneys. We welcome the opportunity to propose continuing our work with the Superintendent and/or her designee.

We currently coordinate our services with the Superintendent, Dr. Monica Kelsey-Brown, and have worked actively with several District officials, including her Executive Assistant, Rebecca McDonough, Executive Director of Operations, Steve Summers, Human Resources Director, Brian Grabarski, Director of Student Services, Lisa Jondle, Director of Special Education, Tiffany Loken, High School Principal, Brian Borowski, and Activities Director, Nick Conrad.

We encourage District officials considering proposals submitted in response to this RFP to contact any of these officials to obtain feedback on our work, expertise, and services.

III. CLIENT ADVOCACY/RELATIONSHIP

1. What do you typically analyze immediately upon starting a relationship with a client? What is your transition plan (i.e., take over existing issues or new ones as they arise)?

We do not have a “transition plan” *per se* as the current legal counsel to the District. However, we are happy to share what we generally analyze immediately with the client’s approval upon starting a new relationship with a client.

We generally will consider the trinity of school employment relationships: teacher and administrator contracts, board policy, and the employee handbook. We also will generally inquire about individual instruments concerning non-contracted personnel, including notices of renewal for school year personnel. We have periodically encouraged discussion with the District about reviewing these areas.

We generally will inquire about problematic policy concerns and offer information on services we can provide or guides to how District personnel can conduct preliminary inquiries into addressing these concerns.

We are interested in the District’s primary vendor agreements and the District’s experiences, goals, and expectations for those agreements. This is an area of underutilization in most school districts.

We will be interested in the District's media and public relations strategies and goals. We have an extensive background and expertise in journalism and media relations, and are sensitive to school districts' need to combine effective legal strategies with community, media, and constituent relations.

2. The Board of Education is requesting a review of our current practices regarding employee investigations, including when an outside resource should be utilized and when a conflict of interest is present. The Board of Education is requesting the selected law firm to complete this review as part of the transition plan at no cost to the district.

We are prepared to provide a review of your current practices concerning employee investigations as a courtesy to the District. We believe we are uniquely qualified to provide a review that is comprehensive and informative for the Board of Education because of our knowledge of and experience with the District's personnel and exposure to its employment investigation activities.

Attorney Kirk Strang Chaired the State Bar of Wisconsin's Annual Employment Law Conference for thirteen consecutive years and was a member of the Bar's Labor and Employment Board of Directors. Attorney Strang's developed resources and professional contacts with the Equal Employment Opportunities Commission's prosecuting attorneys and administrators with the Department of Workforce Development-Equal Rights Division provide up-to-date legal resources and information of value to our employment practice on behalf of the District that can be brought to bear in reviewing employee investigation practices.

3. What value does the law firm bring to a partnership with the Waunakee Community School District?

We have almost 25 years' experience representing the District as its General Counsel. Our relationship is as vibrant and fresh as it has ever been, and we have never taken it for granted.

We bring a number of values to a partnership with the District, including certain, critical values that cannot be replicated by our competitors.

We have an accumulated body of knowledge and have developed systems for delivering the District's legal services. These include:

- Together with the Administration, we developed the current system for pupil expulsion cases and the system's legal mechanisms that allow students and their parents to avoid a hearing and the hardship to interrupting their education. We believe this was the first of its kind in Wisconsin and was developed with painstaking attention to student welfare

and legal defensibility. This system has allowed the District to apply its code of conduct for students in a manner that provides for continuing their education and collaboration with parents and guardians on addressing behavioral concerns while continuing and completing their diploma.

- We have addressed student and parent complaints to the Board under the Board’s internal procedure for responding to direct citizen complaints. As part of working with these cases over the years, we have also developed procedures for addressing these concerns and for assisting the Board with adjudicating them. These most recently involved a parent and, the following year, a student concerned about the student’s experiences in the boys’ basketball program.
- Professional development: during our years of service as the District’s general counsel, we have seen members of the District’s administration take on new responsibilities and administrative positions. Our Superintendents have encouraged us to provide additional support, resources, and mentoring to members of the administrative team over the years and we have been proud to be trusted with these responsibilities (provided on a courtesy basis).
- We have assisted the District with developing procedures and standard inquiries (including questionnaires) for ensuring ethical accounting and management in co-curricular activities.
- We have assisted District management and developed a body of knowledge concerning District booster clubs, their operations, and their interactions with the District.
- We have developed working, uniform procedures for managing and being responsive to the frequent requests for public records directed to the District’s administration. In this regard, we have established uniform, successful procedures for evaluating and clarifying public records requests, identifying reimbursable costs and fees for the District to recover, and systems for maximizing the District’s capacity to require reimbursement to the District by more frequent public records requesters.
- We have developed District-specific protocols for managing Constitutional rights issues for employees, students, and community members that are compatible with the District’s culture and community expectations.
- We maintain outstanding personal and professional relationships with the Department of Public Instruction’s highest-ranking officials and the Wisconsin Association of School district Administrators, and appropriately bring our contacts to bear in a variety of settings.

4. What sets the law firm apart from its competitors, and why is the law firm the right partner for the Waunakee Community School District?

Proactive Legal Management

We provide unsurpassed depth and breadth in knowledge and experience in all relevant areas of the law.

The school district legal counsel can be a vital member of a superintendent's administrative cabinet and a critical advisor to a board of education. Clients often reveal their greatest needs when they are discussing and planning, not when they are responding to present-day challenges.

Some clients choose to include us in aspects of their day-to-day operations to make certain that more routine legal issues are flagged and addressed, and that more complex legal problems are identified, controlled, and/or isolated, so that more careful consideration can be given to the issues presented. A general counsel can prevent missteps, violations of law, or worse by being dialed into the school district's affairs and by bringing a truly well-rounded, highly experienced legal profile to the table.

School districts need to prevent legal problems. Our clients need us to put out fires, but they want us to keep them from happening to avoid an unintended commitment to crisis management as their primary mode of operation in handling legal affairs.

Understanding School Boards' and Districts' Realities

School district legal issues are often intertwined with policy matters, questions concerning the powers and authority of the government, media relations issues, and politics. Public school districts do not work in a legal vacuum, as though the law is the only thing they have to account for in making decisions that have legal import. We don't make the mistake of advising them as though they do.

We are vigilant about considering public relations and opinion issues, and study all related avenues of possible success for our clients. We must help school districts successfully manage multiple theaters of potential conflict simultaneously. For example, in situations where an adversary is conducting a public campaign against the school district, the board, or the superintendent, there are capable strategies for engaging and winning in the court of public opinion without making legal mistakes or waiving legal rights.

We are extremely proud of our media and public relations work in the context of handling school district legal disputes/issues. We make sure clients are right on the law but still win cases where their constituents are the real judges of their decisions.

The Current Climate in Education Law

Our attorneys have worked for their entire careers on matters involving the Department of Education (DOE), including its Office of Civil Rights (OCR).

We have assisted clients with compliance with the DOE's administrative rules under Title IX (both for the 2020 and the invalidated 2024 Title IX regulations) through training, compliance processes and corrections, and policymaking. We have also represented clients before the OCR with regularity and take pride in OCR's favorable acknowledgements of our firm's work to facilitate OCR investigations (in formal dispositions of cases).

Our firm provides counsel on a weekly basis on the Family Educational Rights and Privacy Act (FERPA) and the pupil records statute governing K-12 education (Wis. Stat. 118.125). In this respect, we assist clients with, e.g., determining "education record" status to respond to student record requests, preparing records procedures to provide for uniformity in processing requests, determining how the interaction of FERPA and Wisconsin's Public Records Law can affect time limits for responding to requests and students' rights to have copies of records provided, and record retention policies, procedures, and obligations. We have developed protocols on pupil records (as well as certain other areas of school law) that put our clients far ahead of where they were in dealing with pupils' and parents' requests or demands.

More recently, we have consulted with clients concerning the Department of Education's current activities, initiatives, and actions, including DOE-OCR prioritization of disability cases, Department claims of noncompliance with Title IX, the impact on technical colleges of actions referred to the U.S. Department of Justice to prosecute alleged Title IX violations by state education agencies and departments (e.g., the State of Maine), postsecondary financial aid, and positioning the client to address claims by the current Presidential Administration's DOE Joint Task Force to Combat Anti-Semitism. Our commitment to hard work and our resource network have produced great results and reviews from our clients.

We provide well-informed scholarship, oral and written advocacy, and a keen understanding and experience with the public policy and political environments that our clients call home. Our service model is and always will be informed by the latter imperative: our clients know that our counsel apprehends that they are public agencies who have ongoing, long-term relationships (internal and external), have constituencies who have rights, demands, and expectations, and do their work in full public view.

The Importance of Human Resources

Our firm has unsurpassed experience with human resources management issues. We work collaboratively with our clients' human resource professionals to position the client favorably, resolve HR issues, and address disputes. We coordinate with our leadership teams to ensure HR solutions are aligned with the clients' overall objectives and needs.

We present a battery of protocols and working documents for our clients. Our clients' contracts, handbooks, and policies are dramatically improved by applying our models to our clients' needs and situations. Much of what our clients need is already prepared.

One of our primary strengths—and a clear value of our experience—is our capacity to translate the law into successful strategy. Our emphasis on study and scholarship, evaluation, walk-throughs, and testing of our advice provide our clients with clear, certain legal answers that support our corresponding counsel on strategic/tactical considerations. Our work produces lasting results and, candidly, reduces future legal service needs.

IV. COMPLIANCE

1. How do you make sure that the District is up to date on all legislation?

We recognize that professional public education organizations that we work closely with value their role as informational resources concerning legislation, including the Wisconsin Association of School District Administrators, the Association of Wisconsin School Administrators, and the School Administrators Alliance, and we prepare legislative materials for these organizations and their members.

This being said, we regularly provide bulletins for clients related to legislative developments and provide direct counsel concerning legislative and legal developments based on initiatives of our current Administration. For example, we worked with the Superintendent and Board President concerning the Administration's direct mailings to Local Education Agencies (LEA) concerning Title VI.

Our materials for programming for Wisconsin professional school organizations is regularly posted at our website.

2. Please clarify other valued added services that are provided in each of the areas outlined above (i.e., seminars, etc.)

As noted above, we do from time to time offer complimentary training and inservicing for our clients' administrative cabinets and school boards. Past trainings that we have offered to



clients include topics such as the Open Meetings Law, Public Records Law, Robert's Rules of Order, the Code of Ethics for Local Public Officials, School Board Government, and teacher and administrator renewal/nonrenewal procedures.