

AGENDA

**SCHOOL DISTRICT OF NEW GLARUS
REGULAR SCHOOL BOARD MEETING**

MONDAY, NOVEMBER 14, 2022

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/83060976023?PWD=M1FOWKPARTMXEXK4EVD
JSKLQMMXZZZ09 BY PHONE USING 1-646-568-7788 MEETING ID 830 6097 6023**

& PASSWORD 463070

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

7:15 PM

- I. **CALL TO ORDER**
 - A. Agenda Published
 - B. Roll Call
 - C. Approval of Agenda and Revisions
- II. **INTRODUCTIONS-PRESENTATIONS**
 - A. Madrigal Singers
 - B. Trap Team
- III. **PUBLIC COMMENT PERIOD**
- IV. **APPROVAL OF CONSENT AGENDA**
 - A. Item(s) To Be Removed From Consent Agenda
 - 1. Board Minutes

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SCHOOL DISTRICT OF NEW GLARUS DISCUSSION AND REGULAR SCHOOL BOARD MEETING

Monday, October 24, 2022

CALL TO ORDER

The meeting was called to order at 7:15 p.m. by Board President, Bill Oemichen. The agenda was posted at the New Glarus Elementary School, New Glarus Middle School, New Glarus High School, Bank of New Glarus, New Glarus Post Office, State Bank of Cross Plains – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

ROLL CALL

Present: Bill Oemichen, Larry Stuessy, Travis Zimmerman, Corrine Hendrickson, Cari Ann Muggenburg, Ron Roesslein, and Casey Umhoefer.

APPROVAL OF AGENDA AND REVISIONS

Motion by Larry Stuessy to approve the agenda as presented. Second by Cari Ann Muggenburg. Motion carried 7-0.

INTRODUCTIONS –PRESENTATIONS

FCCLA Presentation

Julie Anderson, FCCLA Advisor, and Jr. FCCLA members spoke to the Board about their FCCLA project and trip to the National FCCLA Convention in San Diego this past summer.

PUBLIC COMMENT PERIOD

~None

APPROVAL CONSENT AGENDA

ITEM(S) TO BE REMOVED FROM CONSENT AGENDA

1. BOARD MINUTES & CLOSED SESSION MINUTES
2. APPROVAL OF BILLS
3. TREASURER'S REPORT
4. STAFFING REPORT
5. DONATIONS

Motion by Larry Stuessy to approve the Consent Agenda as presented. Second by Cari Ann Muggenburg. Motion carried 7-0.

COMMITTEE UPDATES

POLICY, COMMUNICATION & ADVOCACY; Did not meet.

HANDBOOK AND PERSONNEL; Did not meet.

BUDGET; Met. The Committee discussed a possible reduction in the 2022-23 Mill Rate, 2022-23 Budget, the certification of the 2022-23 tax levy, and the 2023-24 Budget Projections.

CURRICULUM, SPORTS & CO-CURRICULAR; Did not meet.

FACILITIES, TRANSPORTATION, AND TECHNOLOGY; Met. Dr. Eicher provided the Committee with an overview of Transportation in the District. The Committee considered a transportation request for transportation in a non-hazardous zone and discussed preparation for the Village Board meeting and the dedication of a public road.

DISCUSSION AND POSSIBLE ACTION ITEMS

A. General Contractor Qualifications Review and Selection

Dr. Thayer and Andrew Kerr of Bray Architects presented information about the general contractors that submitted qualifications for review to the Board. JP Cullen, Kraemer Brothers, CG Schmidt, and Hunzinger submitted their qualifications to the Board. The Administration recommended approval of all four general contractors as pre-qualified bidders for our referendum projects.

Motion by Travis Zimmerman to approve all four general contractors, JP Cullen, Kraemer Brothers, CG Schmidt, and Hunzinger as the pre-qualified bidders for our referendum projects. Second by Larry Stuessy. Motion carried 7-0.

B. 2022-23 Mill Rate

The Board discussed reducing the 2022-23 mill rate from \$11.63 to \$11.38.

Motion by Travis Zimmerman, Budget Chair to approve reducing the mill rate from \$11.63 to \$11.38. Motion carried 6-1

C. 2022-23 Budget

The Board reviewed the 2022-23 Budget with the application of the \$11.38 mill rate.

Motion by Travis Zimmerman to approve the 2022-23 Budget with the mill rate of \$11.38. Second by Larry Stuessy. Motion carried 7-0.

D. Certification of the 2022-23 Tax Levy

The Board discussed certification of the 2022-23 Tax Levy with the new mill rate.

Motion by Travis Zimmerman to approve the 2022-23 Tax Levy in the amount of \$7,747,833. Second by Cari Ann Muggenburg. Motion carried 7-0.

E. Intern for Middle School PE/Health in Spring 2023

The Administration recommended hiring an intern for Middle School PE/Health in Spring 2023.

Motion by Travis Zimmerman to approve hiring an intern for Middle School PE/Health in Spring 2023. Second by Larry Stuessy. Motion carried 7-0.

F. FFA Overnight Trip to Wi Dells – November 11 & 12

Dr. Thayer presented a request from FFA to the Board for an overnight trip to Wisconsin Dells on November 11th and 12th.

Motion by Travis Zimmerman to approve the FFA overnight trip to Wisconsin Dells on November 11th and 12th as presented. Second by Ron Roesslein. Motion carried 7-0.

G. Resignations

~None

H. New Hires

1. Tyler Ballweg – MS Boys Basketball Coach

The Administration recommended hiring Tyler Ballweg as MS Boy Basketball Coach.

Motion by Ron Roesslein to approve the hiring of Tyler Ballweg as MS Boys Basketball Coach as presented. Second by Cari Ann Muggenburg. Motion carried 7-0.

DISCUSSION ITEMS

A. Referendum Projects Update

Dr. Thayer provided the Board with an update on the referendum projects.

FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS.

- November 14, 2022 – Discussion and Regular Board Meeting – 7:15 p.m.
- December 5, 2022 – Discussion and Regular Board Meeting – 7:15 p.m.

ADJOURN

Motion by Larry Stuessy to adjourn the meeting at 8:08 p.m. Second by Cari Ann Muggenburg. Motion carried 7-0.

Respectfully submitted by Corrine Hendrickson/Kris Anderson

**SCHOOL DISTRICT OF NEW GLARUS
SPECIAL SCHOOL BOARD MEETING**

Monday, October 31, 2022

CALL TO ORDER

The meeting was called to order at 4:06 p.m. by Board President, Bill Oemichen. The agenda was posted at the New Glarus Elementary School, New Glarus Middle School, New Glarus High School, Bank of New Glarus, New Glarus Post Office, State Bank of Cross Plains – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

ROLL CALL

Present: Bill Oemichen, Travis Zimmerman, Corrine Hendrickson, and Ron Roesslein.

APPROVAL OF AGENDA AND REVISIONS

Motion by Travis Zimmerman to approve the agenda as presented. Second by Ron Roesslein. Motion carried 4-0.

PREPARE FOR VILLAGE BOARD MEETING – DEDICATION OF PUBLIC ROAD

Board Members and Administration prepared a presentation for the dedication of the public road at the Village Board Meeting on Tuesday, November 1, 2022.

ADJOURN

Motion by Ron Roesslein, second by Travis Zimmerman to adjourn the meeting at 5:09 p.m. Motion carried 4-0.

Respectfully submitted by Corrine Hendrickson/Kris Anderson

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	INVOICE/CHECK AMOUNT
64087	CACCHIONE, BRIANNA	10/24/2022	FS REFUND	FS REFUND	200.00
				Totals for 64087	200.00
64088	ALBANY SCHOOL DISTRICT	10/26/2022	CC INVITE	CC INVITE	150.00
				Totals for 64088	150.00
64089	AUSTIN, TONYA	10/26/2022	10/19/2022	MILEAGE	83.50
				Totals for 64089	83.50
64090	CESA 2	10/26/2022	13073	AUDIOLOGY SERVICES	5,967.00
				Totals for 64090	5,967.00
64091	DOVE DESIGNS	10/26/2022	687538	REFLECTIVE DOOR HUMBERS	350.00
		10/26/2022	687539	RESTORE GS OUTDOOR SIGN	150.00
				Totals for 64091	500.00
64092	FENNHIMORE SCHOOL DISTRICT	10/26/2022	CC INVITE	CC INVITE	125.00
				Totals for 64092	125.00
64093	MAA-WISCONSIN SECTION	10/26/2022	MATH	COHT REGISTRATION	11.00
				Totals for 64093	11.00
64094	MARTINSON, ALETA	10/26/2022	09/27	MILEAGE	67.50
				Totals for 64094	67.50
64095	MONROE SCHOOL DISTRICT	10/26/2022	CC INVITE	CC INVITE	110.00
				Totals for 64095	110.00
64096	PLATTEVILLE SCHOOL DISTRICT	10/26/2022	CC INVITE	CC INVITE	200.00
				Totals for 64096	200.00
64097	RIVER VALLEY HIGH SCHOOL	10/26/2022	CC INVITE	CC INVITE	175.00
				Totals for 64097	175.00
64098	TDS TELECOM	10/26/2022	OCT 2022	OCT SERVICES	140.39
				Totals for 64098	140.39
64099	TROUVAILLE COFFEE CO.	10/26/2022	SEPT 2022	STAFF APPRECIATION - REPLACE LOST CHECK	604.50
				Totals for 64099	604.50
64100	VERONA AREA SCHOOL DISTRICT	10/26/2022	CC INVITE	CC INVITE	350.00
				Totals for 64100	350.00
64101	BAUS REFRIGERATION	10/26/2022	5966	FREEZER REPAIR	107.00
				Totals for 64101	107.00
64102	SKYWARD, INC.	10/26/2022	220821	See proposal #101512 tk - HS Access point refresh **ESSER**	6,971.29
				Totals for 64102	6,971.29
64103	US CELLULAR	10/26/2022	0534088977	OCT SERVICES	306.75
				Totals for 64103	306.75
64104	MITCHELL, LAURA	10/27/2022	Oct 2022	MILEAGE	106.25
				Totals for 64104	106.25

CHECK NUMBER VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	INVOICE/CHECK AMOUNT
64105 MOTEL 6	10/27/2022	Oct 2022 S	STATE CC LODGING	450.00
			Totals for 64105	450.00
64107 HOMB, LOREN	10/29/2022	10/29/ VB	ATHL OFFL	30.00
			Totals for 64107	30.00
64108 JASS, DAVID	10/29/2022	10/29/ VB	ATHL OFFL	99.80
			Totals for 64108	99.80
64109 KEEGAN, BARBARA	10/29/2022	10/29/ VB	ATHL OFFL	30.00
			Totals for 64109	30.00
64110 KUGLITSCH, JEFF	10/29/2022	10/29/ VB	ATHL OFFL	99.80
			Totals for 64110	99.80
64111 BARNEVELD SCHOOL DISTRICT	11/08/2022	10/08 JV2	JV2 VB TOURNAMENT FEE	150.00
			Totals for 64111	150.00
64112 BELLEVILLE SCHOOL DISTRICT	11/08/2022	22-1027	STUDENT SUPPLIES	570.12
			Totals for 64112	570.12
64113 BLANCHARDVILLE COOPERATIVE OIL ASSO	11/08/2022	OCT 2022	FUEL	117.01
			Totals for 64113	117.01
64114 BLUUM OF MINNESOTA, LLC	11/08/2022	63215	CHARGING STATIONS	5,233.72
			Totals for 64114	5,233.72
64115 CESA 2	11/08/2022	13073	AUDIOLOGY SERVICES	663.00
	11/08/2022	13165	NON-VIOLENT CRISIS INTERVENTION TRAINING	2,250.00
			Totals for 64115	2,913.00
64116 CPM EDUCATIONAL PROGRAM	11/08/2022	2202194	MS STUDENT CURR	6,696.29
			Totals for 64116	6,696.29
64117 HEARTLAND GRAPHICS	11/08/2022	696389	HEADBANDS AND CAPS	411.00
			Totals for 64117	411.00
64118 ILLUMINATE EDUCATION, INC	11/08/2022	68955	PALS ANNUAL RENEWAL	447.00
	11/08/2022	65706	ANNUAL RENEWAL	4,138.52
			Totals for 64118	4,585.52
64119 LAFORCE INC.	11/08/2022	1205098	RPR DOOR	471.00
			Totals for 64119	471.00
64120 LIFE TRACK SERVICES	11/08/2022	30102	SENIOR EXIT SURVEY	1,131.00
			Totals for 64120	1,131.00
64121 LIFELINE AUDIO VIDEO TECHNOLOGIES	11/08/2022	65391	RECEIVER	680.00
	11/08/2022	65393	SOC RPR HS GYM	271.00
			Totals for 64121	951.00
64122 MEIER, JOSHUA	11/08/2022	11/10 7TH 8	ATHL OFFL	85.00
			Totals for 64122	85.00

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	INVOICE/CHECK AMOUNT
64123	MONSON SEPTIC & PORTABLE RESTROOMS	11/08/2022	25228	MONTHLY SERV	325.00
Totals for 64123					325.00
64124	MONTICELLO SCHOOL DISTRICT	11/08/2022	10/15 JV V JV VB	TOURNAMENT FEE	150.00
Totals for 64124					150.00
64125	MT HOREB AREA SCHOOL DISTRICT	11/08/2022	09/17 VB T	TOURNAMENT FEE	175.00
Totals for 64125					175.00
64126	NEOLA, INC	11/08/2022	98864	UPDATE SERVICE	1,295.00
Totals for 64126					1,295.00
64127	POINT OF BEGINNING, INC	11/08/2022	33176	SEPT SERV	10,000.00
Totals for 64127					10,000.00
64128	PRAIRIE SCHOOL	11/08/2022	08/30	TOURNAMENT FEE	100.00
Totals for 64128					100.00
64129	PRECISIONCHEM LLC	11/08/2022	15855	HVAC MAINT	385.05
Totals for 64129					385.05
64131	PROFESSIONAL PEST CONTROL, INC	11/08/2022	588553	SEPT SERV	91.00
		11/08/2022	593193	OCT SERV	91.00
		11/08/2022	593580	SUPPLIES	56.00
		11/08/2022	578472	JULY SERV	91.00
		11/08/2022	593194	OCT SERV	53.00
		11/08/2022	583193	AUG SERV	91.00
Totals for 64131					473.00
64132	RANDOLPH HIGH SCHOOL	11/08/2022	10/15 V VB V VB	TOURNAMENT FEE	200.00
Totals for 64132					200.00
64133	RENNICKE, MICHAEL	11/08/2022	11/10 8TH	ATHL OFFL	85.00
Totals for 64133					85.00
64134	RHYME BUSINESS PRODUCTS - LEASE	11/08/2022	32699337	NOV LEASE	1,344.15
Totals for 64134					1,344.15
64135	ROSEN FORD	11/08/2022	7002440	RPR VAN 17	73.45
		11/08/2022	7002551	RPR VAN 11	2,863.45
		11/08/2022	7002268	RPR VAN 16	537.60
Totals for 64135					3,474.50
64136	SEAMLESS GUTTERS UNLIMITED, LLC	11/08/2022	2022-1008	RPR GS/MS ROOF	290.00
Totals for 64136					290.00
64137	SOLDNER, LEROY	11/08/2022	11/10 8TH	ATHL OFFL	80.00
Totals for 64137					80.00
64138	TAHER, INC.	11/08/2022	63215	OCT SERVICES	52,166.74
Totals for 64138					52,166.74
64139	TEXTHELP INC	11/08/2022	60925	See quote#TH29130 - TextHelp 9 renewal	1,816.29
Totals for 64139					1,816.29

<u>CHECK</u>	<u>CHECK</u>	<u>INVOICE</u>	<u>INVOICE</u>	<u>INVOICE/CHECK</u>
<u>NUMBER</u> <u>VENDOR</u>	<u>DATE</u>	<u>NUMBER</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
64140 TYLER TECHNOLOGIES, IHC	11/08/2022	045-396593	RENEWAL	3,702.60
			Totals for 64140	3,702.60
64141 US CELLULAR	11/08/2022	0539913747	MONTHLY SERV	306.75
			Totals for 64141	306.75
64142 VERONA AREA SCHOOL DISTRICT	11/08/2022	10/08 JV V	JV VB TOURNAMENT FEE	125.00
			Totals for 64142	125.00
64143 WAY, STEPHANIE	11/08/2022	NOV 2022	MILEAGE	81.25
			Totals for 64143	81.25
64144 WE ENERGIES	11/08/2022	GS OCT 202	MONTHLY UTIL	1,450.33
	11/08/2022	HS/MS OCT	MONTHLY UTIL	1,591.70
			Totals for 64144	3,042.03
64145 WINTERFELL ACRES	11/08/2022	1922	VEGETABLES	53.50
			Totals for 64145	53.50
64146 WISE, THOMAS	11/08/2022	11/10 7TH	ATHL OFFL	82.50
			Totals for 64146	82.50
64147 YODELAY	11/08/2022	0410182208	YOGURT	52.80
			Totals for 64147	52.80
64148 ZIMS CARPENTRY	11/08/2022	1488	LAWN MOWING	3,900.00
			Totals for 64148	3,900.00
64149 BELLEVILLE SCHOOL DISTRICT	11/08/2022	2022 NATL	NATL CONVENTION TRANSPORTATION	101.86
			Totals for 64149	101.86
			Totals for checks	124,007.46

3. Treasurer's Report
4. Staffing Report
5. Donations

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DONATIONS				
8/24/2022	Monticello Athletic Boosters Club	Check	Cross Country Team	\$100.00
8/29/2022	Tiffany Sandlin	Check	Cross Country Team	\$500.00
10/18/2022	Community Foundation of Southern Wi	Check	Band - New Alphorn	\$5,880.44
10/14/2022	Compeer Financial	Check	Grant for Purchase of Ag Hydroptic Fork Farm	\$4,000.00

- B. Discuss Item(s) Removed From Consent Agenda
- V. **COMMITTEE UPDATES**
 - A. Policy, Communication & Advocacy
 - B. Handbook and Personnel
 - C. Budget
 - D. Curriculum, Sports & Co-Curricular
 - E. Facilities, Transportation & Technology
- VI. **DISCUSSION AND POSSIBLE ACTION ITEMS**
 - A. Elementary Fire Alarm Panel Replacement

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Johnson Controls Fire Protection LP Quotation

To:
New Glarus School District
1701 2nd St
NEW GLARUS, WI 53574-9636

Project: New Glarus Elementary FACP Upgrade -
CPQ-273822
Johnson Controls Reference: 650273822
Proposal #: 1
Date: 09/09/2022
Page: 1 of 12

Johnson Controls is pleased to offer for your consideration this quotation for the above project

Scope of Work

New Glarus Elementary School FACP Upgrade

This proposal is for a full head end replacement to a new supported Simplex 4100ES Fire Alarm Control Panel to replace the existing 4020 FACP New Glarus Elementary School, as well as upgrading existing MAPNET initiation devices with a IDNET compatible initiation devices to communicate on the current IDNET communication circuit. This proposal is at the request of Larry McGowan on New Glarus School District.

The existing Simplex 4100 Fire Alarm Panel has reached obsolete status and is now discontinued. As a result, we may no longer be able to provide repairs due to the age of the panel and the unavailability of many replacement parts. The new Simplex 4100ES is UL Listed and backwards compatible so all existing notification devices will remain.

The Simplex 4100ES is the current platform, and the platform going forward for the foreseeable future. The new platform, and its software, has more processing power, and has improved the ability to add several new life cycle cost-saving features such as: an On-board Mass Storage device, Install Mode, and future migration to TrueAlert addressable notification, and others. This platform will allow the school to be positioned for notification devices to be converted to speaker strobes required per current code.

The main control panel and annunciator will receive an entirely new enclosure and maintain its current location.

The customer's electrician of choice demo existing (1) FACP and (1) FAAP, and install replacement FACP and FAAP, as well as replacing the MAPNET devices with IDNET devices included in the material list of the proposal. Customer's electrician of choice is also responsible for installing and wiring of the additional initiation and notification devices being added for additional coverage.

Our price includes a technician trip to survey existing conditions prior to panel upgrade, label existing cables inside panel, and go over any questions with the installing electrician. Price also includes programming, 100% functional testing of existing devices to confirm functionality with new FACP, and providing an NFPA certification. Our price does not include applicable taxes.

Please note the following:

- Price is based on quantities listed. If any additional materials, or if the AHJ requires anything additional, then this would be an extra.
- Any wall patchwork is the responsibility of the customer
- Our price does NOT include submittals or fire alarm permits. If submittals/drawings are needed, it will be extra.
- Any existing devices that need to be replaced during functional testing after the FACP upgrade, will be an extra.
- **Fire Watch not included.**
- Any troubleshooting/repair of any existing wiring issues (ground faults, shorts, existing wire degradation) will be extra.
- Work completed during normal business hours 8AM to 5PM, Monday through Friday.
- Quotation does not include tax. If tax exempt, please provide tax exempt certificate with purchase order.
- Quotation is valid for (10) days.

Delays, Costs and Extensions of Time.

JCI's time for performance of the Work shall be extended for such reasonable time as JCI is delayed due to causes reasonably beyond JCI's control, whether such causes are foreseeable or unforeseeable, including pandemics such as coronavirus (provisionally named SARS-CoV-2, with its disease being named COVID-19) including, without limitation, labor, parts or equipment shortages. To the extent JCI or its subcontractors expend additional time or costs related to conditions or events set forth in this provision, including without limitation, expedited shipping, hazard pay associated with site conditions, additional PPE requirements, additional time associated with complying with social distancing or hygiene requirements, or additional access restrictions, the Contract Sum shall be equitably adjusted.

SPECIAL NOTE: As has been discussed what is not included is any trouble shooting on existing circuits that may arise with the use of existing cables/wiring when connected to the new panels. We have noted from other projects that due to some of the new requirements by UL, new panels are more sensitive to these issues. Such issues will have to be resolved on a negotiated time & material basis. Estimated cost should and is our attempt to be covered in the allowance cost which is still included in this price.

IMPORTANT NOTICE TO CUSTOMER

In accepting this Proposal, Customer agrees to the terms and conditions contained herein including those on the following pages of this Agreement and any attachments or riders attached hereto that contain additional terms and conditions. It is understood that these terms and conditions shall prevail over any variation in terms and conditions on any purchase order or other document that the Customer may issue. Any changes in the system requested by the Customer after the execution of this Agreement shall be paid for by the Customer and such changes shall be authorized in writing. ATTENTION IS DIRECTED



TO THE LIMITATION OF LIABILITY, WARRANTY, INDEMNITY AND OTHER CONDITIONS ON THE FOLLOWING PAGES.

This Proposal shall be void if not accepted in writing within thirty (30) days from the date of the Proposal.

If you have any questions, please call me.

Jason Ropson / Electronic Service Sales Representative / JCI

Mobile: 608-509-2881

Jason.ropson@jci.com

Please note: Tax not included

FOB Jobsite

If approved, please sign the last page of the quote and e-mail or fax back the entire quote. If required, please forward a purchase order with the signed quote. Purchase Orders must include our quote number.



QTY	MODEL NUMBER	DESCRIPTION
1	4100-9701	ES-PS MSTR CTRLR 2X40
1	4100-3206	8 POINT 3 AMP AUX RELAY MODULE
1	4100-3117	MSTR CTRLR IDNET2, FACTORY ONLY
1	41007905	FACTORY BUILT-MAIN CONFIGURED
1	4100-0644	120V ES-PS PDM HARNESS
1	4100-0634	POWER DISTRIBUTION MODULE 120V
1	4100-2300	EXPANSION BAY (PHASE 10 ONLY)
1	4100-6080	SERIAL DACT SIDE MOUNT
8	4100-1279	2 BLANK DISPLAY MODULE
1	4100-2302	8 SLOT EXP BAY FILLER PANEL
1	41002153	3Bay Glass Dr Pkg Factory Only
2	4100-5450	NAC CARD
11	4099-9004	STATION-LED, SA ADDR
1	4603-9101	LCD ANNUNCIATOR
1	2975-9206	6 GANG BOX, IVORY, 5744-6
1	2975-9446	3 BAY BB/GDOOR/DRESS PNL PLAT
2	2081-9296	BATTERY 50AH
1	4009-9201	NAC EXTENDER 120VAC, IDNET
2	2081-9274	BATTERY 10AH
	PM LAB	PROJECT/CONSTRUCTION MGMT
	TECH LAB	TECHNICAL LABOR

Total net selling price, FOB shipping point, \$30,884.37

Payment Options:

Johnson Controls Capital Funding Solutions

Equipment Finance Agreement: Allows for payment over time for products and installation costs, while maintaining ownership of assets. No down payment required.

As a Service Subscription: Covers costs of installation and services over time without ownership of assets. No upfront costs.

Final pricing subject to change based on credit approval, any applicable state/local taxes

For more information on Johnson Controls Capital funding solutions, please forward this proposal along with any questions to your sales representative and JCCapitalNA@jci.com.



Project: New Glarus Elementary FACP Upgrade - CPQ-273822
Johnson Controls Reference: 650273822
Proposal #: 1
Date: 09/09/2022
Page: 5 of 12

TERMS AND CONDITIONS (Rev. 4/22)

1.Payment and Invoicing. All payments are due net thirty (30) days from the date of invoice. Invoices shall be paid by Customer via electronic delivery via EFT/ACH. Invoicing disputes must be identified in writing within 21 days of the invoice date. Payments of any disputed amounts are due and payable upon resolution. All other amounts remain due within thirty (30) days from the date of the invoice. Work performed on a time and material basis shall be at Company's then-prevailing rate for material, labor, and related items, in effect at the time supplied under this Agreement. Company shall invoice Customer for progress payments to 100% percent based upon equipment delivered or stored, and services performed. In the event project duration exceeds one month, Company reserves the right to submit partial invoices for progress payments for work completed at the project site. Customer agrees to pay any progress invoices in accordance with the payment terms set forth herein. In exchange for close-out documents to be provided by Company, Customer agrees to pay Company the remaining project balance when on-site labor is completed and prior to any final inspections. Customers without established satisfactory credit and Customers who fail to pay amounts when due may be required to make payments of cash in advance, upon delivery or as otherwise specified by Company. Company reserves the right to revoke or modify Customer's credit in its sole discretion. Customer acknowledges and agrees that timely payments of the full amounts listed on invoices is an essential term of this Agreement and that Customer's failure to make payment when due is a material breach of this Agreement. Customer further acknowledges that if there is any amount outstanding on an invoice, it is material to Company and will give Company, without prejudice to any other right or remedy, the right to, without notice: (i) suspend, discontinue or terminate performing any services and/or withhold further deliveries of equipment and other materials, terminate or suspend any unpaid software licenses, and/or suspend Company's obligations under or terminate this Agreement; and (ii) charge Customer interest on the amounts unpaid at a rate equal to the lesser of one and one half (1.5) percent per month or the maximum rate permitted under applicable law, until payment is made in full. Company's election to continue providing future services does not, in any way diminish Company's right to terminate or suspend

services or exercise any or all rights or remedies under this Agreement. Company shall not be liable for any damages, claims, expenses, or liabilities arising from or relating to suspension of services for non-payment. In the event that there are exigent circumstances requiring services or the Company otherwise performs services at the premises following suspension, those services shall be governed by the terms of this Agreement unless a separate contract is executed. If Customer disputes any late payment notice or Company's efforts to collect payment. Customer shall immediately notify Company in writing and explain the basis of the dispute. (Customer agrees to pay all of Company's reasonable collection costs, including legal fees and expenses.

2.Deposit. Unless prohibited by law, Customer agrees to pay a deposit equal to 30% of the project sell price (pre-tax) prior to Company providing any labor or materials on the project. Company will generate an invoice for the 30% deposit after Company's receipt of a written agreement or order from Customer. Company will not commence work until receipt of the deposit.

3.Pricing. The pricing set forth in this Agreement is based on the number of devices to be installed and services to be performed as set forth in the Scope of Work ("Equipment" and "Services"). If the actual number of devices installed or services to be performed is greater than that set forth in the Scope of Work, the price will be increased accordingly. If this Agreement extends beyond one year, Company may increase prices upon notice to the Customer. All stated prices are exclusive of and Customer agrees to pay any taxes, fees, duties, tariffs, false alarm assessments, installation or alarm permits, and levies or other similar charges imposed and/or enacted by a government, however designated or imposed, including but not limited to value-added and withholding taxes that are levied or based upon the amounts paid under this Agreement. Prices in any quotation or proposal from Company are subject to change upon notice sent to Customer at any time before the quotation or proposal has been accepted. Prices for products covered by this Agreement may be adjusted by Company, upon notice to Customer at any time prior to shipment and regardless of Customer's acceptance of the Company's proposal or quotation, to reflect any increase in Company's cost of raw materials (e.g., steel, aluminum) inability to secure Products, changes

or increases in law, labor, taxes, duties, tariffs or quotas, acts of government, any similar charges, or to cover any extra, unforeseen and unusual cost elements.

4.Alarm Monitoring Services. Any reference to alarm monitoring services in this Agreement is included for pricing purposes only. Alarm monitoring services are performed pursuant to the terms and conditions of Company's standard alarm monitoring services agreement.

5.Code Compliance. Company does not undertake an obligation to inspect for compliance with laws or regulations unless specifically stated in the Scope of Work. Customer acknowledges that the Authority Having Jurisdiction (e.g. Fire Marshal) may establish additional requirements for compliance with federal, state/provincial and local codes. Any additional services or equipment required will be provided at an additional cost to Customer.

6.Limitation of Liability; Limitations of Remedy. It is understood and agreed by the Customer that Company is not an insurer and that insurance coverage shall be obtained by the Customer and that amounts payable to company hereunder are based upon the value of the services and the scope of liability set forth in this Agreement and are unrelated to the value of the Customer's property and the property of others located on the premises. Customer agrees to look exclusively to the Customer's insurer to recover for injuries or damage in the event of any loss or injury and that Customer releases and waives all right of recovery against Company arising by way of subrogation. Company makes no guaranty or Warranty, including any implied warranty of merchantability or fitness for a particular purpose that equipment or services supplied by Company will detect or avert occurrences or the consequences therefrom that the equipment or service was designed to detect or avert. It is impractical and extremely difficult to fix the actual damages, if any, which may proximately result from failure on the part of Company to perform any of its obligations under this Agreement. Accordingly, Customer agrees that, Company shall be exempt from liability for any loss, damage or injury arising directly or indirectly from occurrences, or the consequences therefrom, which the equipment or service was designed to detect or avert. Should Company be found liable

for any loss, damage or injury arising from a failure of the equipment or service in any respect, Company's liability shall be limited to an amount equal to the Agreement price (as increased by the price for any additional work) or where the time and material payment term is selected, Customer's time and material payments to Company to be calculated with reference to payments made at the time the loss is sustained. Where this Agreement covers multiple sites, liability shall be limited to the amount of the payments allocable to the site where the incident occurred. Such sum shall be complete and exclusive. In no event shall Company be liable for any damage, loss, injury, or any other claim arising from any servicing, alterations, modifications, changes, or movements of the Covered System(s) or any of its component parts by Customer or any third party. To the maximum extent permitted by law, in no event shall Company and its affiliates and their respective personnel, suppliers and vendors be liable to Customer or any third party under any cause of action or theory of liability, even if advised of the possibility of such damages, for any (a) special, incidental, consequential, punitive or indirect damages of any kind; (b) loss of profits, revenues, data, customer opportunities, business, anticipated savings or goodwill; (c) business interruption; or (d) data loss or other losses arising from viruses, ransomware, cyber-attacks or failures or interruptions to network systems. The limitations of liability set forth in this Agreement shall inure to the benefit of all parents, subsidiaries and affiliates of Company, whether direct or indirect, Company's employees, agents, officers and directors.

7. Reciprocal Waiver of Claims (SAFETY Act). Certain of Company's systems and services have received Certification and/or Designation as Qualified Anti-Terrorism Technologies ("QATT") under the Support Anti-terrorism by Fostering Effective Technologies Act of 2002, 6 U.S.C. §§ 441-444 (the "SAFETY Act"). As required under 6 C.F.R. 25.5 (e), to the maximum extent permitted by law, Company and Customer hereby agree to waive their right to make any claims against the other for any losses, including business interruption losses, sustained by either party or their respective employees, resulting from an activity resulting from an "Act of Terrorism" as

defined in 6 C.F.R. 25.2, when QATT have been deployed in defense against, response to, or recovery from such Act of Terrorism.

8. General Provisions. Customer has selected the service level desired after considering and balancing various levels of protection afforded, and their related costs. All work to be performed by Company will be performed during normal working hours of normal working days (8:00 a.m. – 5:00 p.m., Monday through Friday, excluding Company holidays), as defined by Company, unless additional times are specifically described in this Agreement. Company will perform the services described in the Scope of Work section ("Services") for one or more system(s) or equipment as described in the Scope of Work section or the listed attachments ("Covered System(s)"). The Customer shall promptly notify Company of any malfunction in the Covered System(s) which comes to Customer's attention. This Agreement assumes the Covered System(s) are in operational and maintainable condition as of the Agreement date. If, upon initial inspection, Company determines that repairs are recommended, repair charges will be submitted for approval prior to any work. Should such repair work be declined Company shall be relieved from any and all liability arising therefrom. UNLESS OTHERWISE SPECIFIED IN THIS AGREEMENT, ANY INSPECTION (AND, IF SPECIFIED, TESTING) PROVIDED UNDER THIS AGREEMENT DOES NOT INCLUDE ANY MAINTENANCE, REPAIRS, ALTERATIONS, REPLACEMENT OF PARTS, OR ANY FIELD ADJUSTMENTS WHATSOEVER, NOR DOES IT INCLUDE THE CORRECTION OF ANY DEFICIENCIES IDENTIFIED BY COMPANY TO CUSTOMER. COMPANY SHALL NOT BE RESPONSIBLE FOR EQUIPMENT FAILURE OCCURRING WHILE COMPANY IS IN THE PROCESS OF FOLLOWING ITS INSPECTION TECHNIQUES, WHERE THE FAILURE ALSO RESULTS FROM THE AGE OR OBSOLESCENCE OF THE ITEM OR DUE TO NORMAL WEAR AND TEAR. THIS AGREEMENT DOES NOT COVER SYSTEMS, EQUIPMENTS, COMPONENTS OR PARTS THAT ARE BELOW GRADE, BEHIND WALLS OR OTHER OBSTRUCTION OR EXTERIOR TO THE BUILDING, ELECTRICAL WIRING AND PIPING.

9. Customer Responsibilities. Customer shall furnish all necessary facilities for performance of its work by Company, adequate space for storage and handling of materials, light, water, heat, heat tracing, electrical

service, local telephone, watchman, and crane and elevator service and necessary permits. Where wet pipe system is installed, Customer shall supply and maintain sufficient heat to prevent freezing of the system. Customer shall promptly notify Company of any malfunction in the Covered System(s) which comes to Customer's attention. This Agreement assumes any existing system(s) are in operational and maintainable condition as of the Agreement date. If, upon initial inspection, Company determines that repairs are recommended, repair charges will be submitted for approval prior to any work. Should such repair work be declined Company shall be relieved from any and all liability arising therefrom. Customer shall further:

- supply required schematics and drawings unless they are to be supplied by Company in accordance with this Agreement;
- Provide a safe work environment, in the event of an emergency or Covered System(s) failure, take reasonable safety precautions to protect against personal injury, death, and property damage, continue such measures until the Covered System(s) are operational, and notify Company as soon as possible under the circumstances.
- Provide Company access to any system(s) to be serviced,
- Comply with all laws, codes, and regulations pertaining to the equipment and/or services provided under this Agreement.

Customer is solely responsible for the establishment, operation, maintenance, access, security and other aspects of its computer network ("Network") and shall supply Company secure Network access for providing its services. Products networked, connected to the internet, or otherwise connected to computers or other devices must be appropriately protected by Customer and/or end user against unauthorized access. Customer is responsible to take appropriate measures, including performing back-ups, to protect information, including without limit data, software, or files (collectively "Data") prior to receiving the service or products.

10. Excavation. In the event the Work includes excavation, Customer shall pay, as an extra to the contract price, the cost of any additional work performed by Company due to water, quicksand, rock or other unforeseen condition or obstruction encountered or shoring required.

11. Structure and Site Conditions. While employees of Company will exercise reasonable care in this respect, Company shall be under not responsibility for loss or damage due to the character, condition or use of foundations, walls, or other structures not erected by Company or resulting from the excavation in proximity thereto, or for damage resulting from concealed piping, wiring, fixtures, or other equipment or condition of water pressure. All shoring or protection of foundation, walls or other structures subject to being disturbed by any excavation required hereunder shall be the responsibility of Customer. Customer shall have all things in readiness for installation including, without limitation, structure to support the sprinkler system and related equipment (including tanks), other materials, floor or suitable working base, connections and facilities for erection at the time the materials are delivered. In the event Customer fails to have all things in readiness at the time scheduled for receipt of materials, Customer shall reimburse Company for all expenses caused by such failure. Failure to make areas available to Company during performance in accordance with schedules that are the basis for Company's proposal shall be considered a failure to have things in readiness in accordance with the terms of this Agreement.

12. Confined Space. If access to confined space by Company is required for the performance of Services, Services shall be scheduled and performed in accordance with Company's then-current hourly rate.

13. Hazardous Materials. Customer represents that, except to the extent that Company has been given written notice of the following hazards prior to the execution of this Agreement, to the best of Customer's knowledge there is no:

- Space in which work must be performed that, because of its construction, location, contents or work activity therein, accumulation of a hazardous gas, vapor, dust or fume or the creation of an oxygen-deficient atmosphere may occur,
- "permit confined space," as defined by OSHA for work performed by Company in the United States,
- risk of infectious disease,
- need for air monitoring, respiratory protection, or other medical risk,
- asbestos, asbestos-containing material, formaldehyde or other potentially toxic or otherwise hazardous material contained in or on the surface of the floors, walls, ceilings, insulation

or other structural components of the area of any building where work is required to be performed under this Agreement.

All of the above are hereinafter referred to as "Hazardous Conditions". Company shall have the right to rely on the representations listed above. If hazardous conditions are encountered by Company during the course of Company's work, the discovery of such materials shall constitute an event beyond Company's control and Company shall have no obligation to further perform in the area where the hazardous conditions exist until the area has been made safe by Customer as certified in writing by an independent testing agency, and Customer shall pay disruption expenses and re-mobilization expenses as determined by Company. This Agreement does not provide for the cost of capture, containment or disposal of any hazardous waste materials, or hazardous materials, encountered in any of the Covered System(s) and/or during performance of the Services. Said materials shall at all times remain the responsibility and property of Customer. Company shall not be responsible for the testing, removal or disposal of such hazardous materials.

14. COVID-19 Vaccination. Company expressly disclaims any requirement, understanding or agreement, express or implied, included directly or incorporated by reference, in any Customer purchase order, solicitation, notice or otherwise, that any of Company's personnel be vaccinated against Covid-19 under any federal, state/provincial or local law, regulation or order applicable to government contracts or subcontracts, including, without limitation, Presidential Executive Order 14042 ("Ensuring Adequate COVID Safety Protocols for Federal Contractors") and Federal Acquisition Regulation (FAR) 52.223-99 ("Ensuring Adequate COVID Safety Protocols for Federal Contractors"). Any such requirement shall only apply to Company's personnel if and only to the extent contained in a written agreement physically signed by an authorized officer of Company.

15. Occupational Health and Safety/OSHA Compliance. Customer shall indemnify and hold Company harmless from and against any and all claims, demands and/or damages arising in whole or in part from the enforcement of applicable laws regarding occupational health and safety for work performed in Canada or the Occupational Safety Health Act for work performed by Company in the

United States. (and any amendments or changes thereto) unless said claims, demands or damages are a direct result of causes within the exclusive control of Company.

16. Interferences. Customer shall be responsible to coordinate the work of other trades (including but not limited to ducting, piping, and electrical) and for and additional costs incurred by Company arising out of interferences to Company's work caused by other trades.

17. Modifications and Substitutions. Company reserves the right to modify materials, including substituting materials of later design, providing that such modifications or substitutions will not materially affect the performance of the Covered System(s).

18. Changes, Alterations, Additions. Changes, alterations and additions to the Scope of Work, plans, specifications or construction schedule shall be invalid unless approved in writing by Company. Should changes be approved by Company, that increase or decrease the cost of the work to Company, the parties shall agree, in writing, to the change in price prior to performance of any work. However, if no agreement is reached prior to the time for performance of said work, and Company elects to perform said work so as to avoid delays, then Company's estimate as to the value of said work shall be deemed accepted by Customer. In addition, Customer shall pay for all extra work requested by Customer or made necessary because of incompleteness or inaccuracy of plans or other information submitted by Customer with respect to the location, type of occupancy, or other details of the work to be performed. In the event the layout of Customer's facilities has been altered, or is altered by Customer prior to the completion of the Work, Customer shall advise Company, and prices, delivery and completion dates shall be changed by Company as may be required.

19. Commodities Availability. Company shall not be responsible for failure to provide services, deliver products, or otherwise perform work required by this Agreement due to lack of available steel products or products made from plastics or other commodities. In the event Company is unable, after reasonable commercial efforts, to acquire and provide steel products, or products made from plastics or other commodities, if required to perform work required by this Agreement, Customer hereby agrees that Company may terminate the Agreement, or the relevant portion of the Agreement, at no additional



cost and without penalty. Customer agrees to pay Company in full for all work performed up to the time of any such termination.

20. Project Claims. Any claim of failure to perform against Company arising hereunder shall be deemed waived unless received by Company, in writing specifically setting forth the basis for such claim, within ten (10) days after such claims arises.

21. Back charges. No charges shall be levied against Company unless seventy-two (72) hours prior written notice is given to Company to correct any alleged deficiencies which are alleged to necessitate such charges and unless such alleged deficiencies are solely and directly caused by Company.

22. System Equipment. The purchase of equipment or peripheral devices (including but not limited to smoke detectors, passive infrared detectors, card readers, sprinkler system components, extinguishers and hoses) from Company shall be subject to the terms and conditions of this Agreement. If, in Company's sole judgment, any peripheral device or other system equipment, which is attached to the Covered System(s), whether provided by Company or a third party, interferes with the proper operation of the Covered System(s), Customer shall remove or replace such device or equipment promptly upon notice from Company. Failure of Customer to remove or replace the device shall constitute a material breach of this Agreement. If Customer adds any third party device or equipment to the Covered System(s), Company shall not be responsible for any damage to or failure of the Covered System(s) caused in whole or in part by such device or equipment.

23. Reports. Where inspection and/or test services are selected, such inspection and/or test shall be completed on Company's then current Report form, which shall be given to Customer, and, where applicable, Company may submit a copy thereof to the local authority having jurisdiction. The Report and recommendations by Company are only advisory in nature and are intended to assist Customer in reducing the risk of loss to property by indicating obvious defects or impairments noted to the system and equipment inspected and/or tested. They are not intended to imply that no other defects or hazards exist or that all aspects of the Covered System(s), equipment, and components are under control at the time of inspection. Final responsibility for the condition and operation of the Covered System(s) and equipment and components lies with Customer.

24. Limited Warranty. Subject to the limitations below, Company warrants any equipment (as distinguished from the Software) installed pursuant to this Agreement to be free from defects in material and workmanship under normal use for a period of one (1) year from the date of first beneficial use or all or any part of the Covered System(s) or 18 months after Equipment shipments, whichever is earlier, provided however, that Company's sole liability, and Customer's sole remedy, under this limited warranty shall be limited to the repair or replacement of the Equipment or any part thereof, which Company determines is defective, at Company's sole option and subject to the availability of service personnel and parts, as determined by Company. Company warrants expendable items, including, but not limited to, video and print heads, television camera tubes, video monitor displays tubes, batteries and certain other products in accordance with the applicable manufacturer's warranty. Company does not warrant devices designed to fail in protecting the System, such as, but not limited to, fuses and circuit breakers. Company warrants that any Company software described in this Agreement, as well as software contained in or sold as part of any Equipment described in this Agreement, will reasonably conform to its published specifications in effect at the time of delivery and for ninety (90) days after delivery. However, Customer agrees and acknowledges that the software may have inherent defects because of its complexity. Company's sole obligation with respect to software, and Customer's sole remedy, shall be to make available published modifications, designed to correct inherent defects, which become available during the warranty period. If Repair Services are included in this Agreement, Company warrants that its workmanship and material for repairs made pursuant to this Agreement will be free from defects for a period of ninety (90) days from the date of furnishing.

EXCEPT AS EXPRESSLY SET FORTH HEREIN, COMPANY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE WITH RESPECT TO THE SERVICES PERFORMED OR THE PRODUCTS, SYSTEMS OR EQUIPMENT, IF ANY, SUPPORTED HEREUNDER.

Warranty service will be performed during Company's normal working hours. If Customer requests warranty service at other than normal working hours, service will be performed at Company's then current rates for after ours services. All repairs or adjustments that are or may become necessary shall be performed by and authorized representative of Company. Any repairs, adjustments or interconnections performed by Customer or any third party shall void all warranties. Company makes no and specifically disclaims all representations or warranties that the services, products, software or third party product or software will be secure from cyber threats, hacking or other similar malicious activity, or will detect the presence of, or eliminate, treat, or mitigate the spread transmission, or outbreak of any pathogen, disease, virus or other contagion, including but not limited to COVID-19.

25. Indemnity. Customer agrees to indemnify, hold harmless and defend Company against any and all losses, damages, costs, including expert fees and costs, and expenses including reasonable defense costs, arising from any and all third party claims for personal injury, death, property damage or economic loss, including specifically any damages resulting from the exposure of workers to Hazardous Conditions whether or not Customer pre-notifies Company of the existence of said hazardous conditions, arising in any way from any act or omission of Customer or Company relating in any way to this Agreement, including but not limited to the Services under this Agreement, whether such claims are based upon contract, warranty, tort (including but not limited to active or passive negligence), strict liability or otherwise. Company reserves the right to select counsel to represent it in any such action.

26. Insurance. Customer shall name Company, its officers, employees, agents, subcontractors, suppliers, and representatives as additional insureds on Customer's general liability and auto liability policies.

27. Termination. Any termination under the terms of this Agreement shall be made in writing. In the event Customer terminates this Agreement prior to completion for any reason not arising solely from Company's performance or failure to perform, Customer understands and agrees that Company will incur costs of administration and preparation that are difficult to estimate or determine. Accordingly, should Customer terminate this Agreement as described

above, Customer agrees to pay all charges incurred for products and equipment installed and services performed, and in addition pay an amount equal to twenty (20%) percent of the price of products and equipment not yet delivered and Services not yet performed, return all products and equipment delivered and pay a restocking fee of twenty (20%) percent the price of products or equipment returned. Company may terminate this Agreement immediately at its sole discretion upon the occurrence of any Event of Default as hereinafter defined. Company may also terminate this Agreement at its sole discretion upon notice to Customer if Company's performance of its obligations under this Agreement becomes impracticable due to obsolescence of equipment at Customer's premises or unavailability of parts.

28.Default. An Event of Default shall be (a) failure of Customer to pay any amount when due and payable, (b) abuse of the System or the Equipment, (c) dissolution, termination, discontinuance, insolvency or business failure of Customer. Upon the occurrence of an Event of Default, Company may pursue one or more of the following remedies: (i) discontinue furnishing Services and delivering Equipment, (ii) by written notice to Customer declare the balance of unpaid amounts due and to become due under this Agreement to be immediately due and payable; (iii) receive immediate possession of any Equipment for which Customer has not paid; (iv) proceed at law or equity to enforce performance by Customer or recover damages for breach of this Agreement, and (v) recover all costs and expenses, including without limitation reasonable attorneys' fees, in connection with enforcing or attempting to enforce this Agreement.

29.Exclusions. Unless expressly included in the Scope of Work, this Agreement expressly excludes, without limitation, testing inspection and repair of duct detectors, beam detectors, and UV/IR equipment; provision of fire watches; clearing of ice blockage; draining of improperly pitched piping; replacement of batteries; recharging of chemical suppression systems; reloading of, upgrading, and maintaining computer software; system upgrades and the replacement of obsolete systems, equipment, components or parts; making repairs or replacements necessitated by reason of negligence or misuse of components or equipment or changes to Customer's premises, vandalism, corrosion (including but not

limited to micro-bacterially induced corrosion ("MIC")), power failure, current fluctuation, failure due to non-Company installation, lightning, electrical storm, or other severe weather, water, accident, fire, acts of God or any other cause external to the Covered System(s). Repair Services provided pursuant to this Agreement do not cover and specifically excludes system upgrades and the replacement of obsolete systems, equipment, components or parts. All such services may be provided by Company at Company's sole discretion at an additional charge. If Emergency Services are expressly included in the scope of work section, the Agreement price does not include travel expenses.

30. No Option to Solicit. Customer shall not, directly or indirectly, on its own behalf or on behalf of any other person, business, corporation or entity, solicit or employ any Company employee, or induce any Company employee to leave his or her employment, for a period of two years after termination of this Agreement.

31.Force Majeure; Delays. Company shall not be liable, nor in breach or default of its obligations under this Agreement, for delays, interruption, failure to render services, or any other failure by Company to perform an obligation under this Agreement, where such delay, interruption or failure is caused, in whole or in part, directly or indirectly, by a Force Majeure Event. A "Force Majeure Event" is a condition or event that is beyond the reasonable control of Company, whether foreseeable or unforeseeable, including, without limitation, acts of God, severe weather (including but not limited to hurricanes, tornados, severe snowstorms or severe rainstorms), wildfires, floods, earthquakes, seismic disturbances, or other natural disasters, acts or omissions of any governmental authority (including change of any applicable law or regulation), epidemics, pandemics, disease, viruses, quarantines, or other public health risks and/or responses thereto, condemnation, strikes, lock-outs, labor disputes, an increase of 5% or more in tariffs or other excise taxes for materials to be used on the project, fires, explosions or other casualties, thefts, vandalism, civil disturbances, insurrection, mob violence, riots, war or other armed conflict (or the serious threat of same), acts of terrorism, electrical power outages, interruptions or degradations in telecommunications, computer, network, or electronic communications systems, data breach, cyber-attacks, ransomware, unavailability or

shortage of parts, materials, supplies, or transportation, or any other cause or casualty beyond the reasonable control of Company. If Company's performance of the work is delayed, impacted, or prevented by a Force Majeure Event or its continued effects, Company shall be excused from performance under the Agreement. Without limiting the generality of the foregoing, if Company is delayed in achieving one or more of the scheduled milestones set forth in the Agreement due to a Force Majeure Event, Company will be entitled to extend the relevant completion date by the amount of time that Company was delayed as a result of the Force Majeure Event, plus such additional time as may be reasonably necessary to overcome the effect of the delay. To the extent that the Force Majeure Event directly or indirectly increases Company's cost to perform the services, Customer is obligated to reimburse Company for such increased costs, including, without limitation, costs incurred by Company for additional labor, inventory storage, expedited shipping fees, trailer and equipment rental fees, subcontractor fees or other costs and expenses incurred by Company in connection with the Force Majeure Event.

32.One-Year Claims Limitation; Choice of Law. For Customers located in the United States, the laws of Wisconsin shall govern the validity, enforceability, and interpretation of this Agreement, without regard to conflicts of law. For customers located in Canada, this agreement shall be governed by and be construed in accordance with the laws of Ontario. The parties agree that any disputes arising under this Agreement shall be determined exclusively by the Ontario courts and that no action or legal proceedings of any nature shall be filed or commenced in any other court pertaining to any dispute arising out of or in relation to this Agreement. The parties also hereby waive any objection to the exclusive jurisdiction of the Ontario courts, including any objection based on forum non conveniens. No claim or cause of action, whether known or unknown, shall be brought against Company more than one year after the claim first arose. Except as provided for herein, Company's claims must also be brought within one year. Claims not subject to the one-year limitation include claims for unpaid: (a) contract amounts, (b) change order amounts (approved or requested) and (c) delays and/or work inefficiencies.

33.Assignment. Customer may not assign this Agreement without Company's prior written consent.

Company may assign this Agreement to an affiliate without obtaining Customer's consent.

34. Entire Agreement. The parties intend this Agreement, together with any attachments or Riders (collectively the "Agreement") to be the final, complete and exclusive expression of their Agreement and the terms and conditions thereof. This Agreement supersedes all prior representations, understandings or agreements between the parties, written or oral, and shall constitute the sole terms and conditions of sale for all equipment and services. No waiver, change, or modification of any terms or conditions of this Agreement shall be binding on Company unless made in writing and signed by an Authorized Representative of Company.

35. Severability. If any provision of this Agreement is held by any court or other competent authority to be void or unenforceable in whole or in part, this Agreement will continue to be valid as to the other provisions and the remainder of the affected provision.

36. Legal Fees. Company shall be entitled to recover from the customer all reasonable legal fees incurred in connection with Company enforcing the terms and conditions of this Agreement.

37. software and Digital Services. Use, implementation, and deployment of the software and hosted software products ("Software") offered under these terms shall be subject to, and governed by, Company's standard terms for such Software and Software related professional services in effect from time to time at <https://www.johnsoncontrols.com/techterms> (collectively, the "Software Terms"). Applicable Software Terms are incorporated herein by this reference. Other than the right to use the Software as set forth in the Software Terms, Company and its licensors reserve all right, title, and interest (including all intellectual property rights) in and to the Software and improvements to the Software. The Software that is licensed hereunder is licensed subject to the Software Terms and not sold. If there is a conflict between the other terms herein and the Software Terms, the Software Terms shall take precedence and govern with respect to rights and responsibilities relating to the Software, its implementation and deployment and any improvements thereto. Notwithstanding any other provisions of this Agreement and unless otherwise agreed to by the parties in writing, the following terms apply to Software that is provided to Customer on a

subscription basis (i.e., a time limited license or use right), (each a "Software Subscription"): Each Software Subscription provided hereunder will commence on the date the initial credentials for the Software are made available (the "Subscription Start Date") and will continue in effect until the expiration of the subscription term noted herein. At the expiration of the Software Subscription, such Software Subscription will automatically renew for consecutive one (1) year terms (each a "Renewal Subscription Term"), unless either party provides the other party with a notice of non-renewal at least ninety (90) days prior to the expiration of the then-current term. To the extent permitted by applicable law, Software Subscriptions purchases are non-cancelable and the sums paid nonrefundable. Fees for Software Subscriptions shall be paid annually in advance, invoiced on the Subscription Start Date and each subsequent anniversary thereof. Unless otherwise agreed by the parties in writing, the subscription fee for each Renewal Subscription Term will be priced at JCI's then-applicable list price for that Software offering. Any use of Software that exceeds the scope, metrics or volume set forth in this Agreement will be subject to additional fees based on the date such excess use began.

38. Electronic Media. Electronic Media. Either party may scan, fax, email, image, or otherwise convert this Agreement into an electronic format of any type or form, now known or developed in the future. Any unaltered or unadulterated copy of this Agreement produced from such an electronic format will be legally binding upon the parties and equivalent to the original for all purposes, including litigation. JCI may rely upon Customer's assent to the terms and conditions of this Agreement, if Customer has signed this Agreement or demonstrated its intent to be bound whether by electronic signature or otherwise.

39. Lien Legislation. Notwithstanding anything to the contrary contained herein, the terms of this Agreement shall be subject to the lien legislation applicable to the location where the work will be performed, and, in the event of conflict, the applicable lien legislation shall prevail.

40. Privacy. Company as Processor: Where Company factually acts as Processor of Personal Data on behalf of Customer (as such terms are defined in the DPA) the terms at www.johnsoncontrols.com/dpa ("DPA") shall apply. **Company as Controller:** Company will collect,

process and transfer certain personal data of Customer and its personnel related to the business relationship between it and Customer (for example names, email addresses, telephone numbers) as controller and in accordance with Company's Privacy Notice at <https://www.johnsoncontrols.com/privacy>. Customer acknowledges Company's Privacy Notice and strictly to the extent consent is mandatorily required under applicable law, Customer consents to such collection, processing and transfer. To the extent consent to such collection, processing and transfer by Company is mandatorily required from Customer's personnel under applicable law, Customer warrants and represents that it has obtained such consent.

41. License Information (Security System Customers): AL Alabama Electronic Security Board of Licensure 7956 Vaughn Road, Pmb 392, Montgomery, Alabama 36116 (334) 264-9388: AR Regulated by: Arkansas Board of Private Investigators And Private Security Agencies, #1 State Police Plaza Drive, Little Rock 72209 (501)618-8600: CA Alarm company operators are licensed and regulated by the Bureau of Security and Investigative Services, Department of Consumer Affairs, Sacramento, CA, 95814. Upon completion of the installation of the alarm system, the alarm company shall thoroughly instruct the purchaser in the proper use of the alarm system. Failure by the licensee, without legal excuse, to substantially commence work within 20 days from the approximate date specified in the agreement when the work will begin is a violation of the Alarm Company Act: NY Licensed by N.Y.S. Department of the State: TX Texas Commission on Private Security, 5805 N. Lamar Blvd., Austin, 78752-4422, 512-424-7710. License numbers available at www.johnsoncontrols.com or contact your local Johnson Controls office.



IMPORTANT NOTICE TO CUSTOMER

This Agreement is contingent on credit approval, which may be checked at JCI's discretion and requires final approval of a JCI authorized manager before any equipment/ services may be provided. Should credit and/or approval be declined, this Agreement will be terminated and JCI's only obligation to customer will be to notify Customer of such termination and refund any amounts paid in advance. In accepting this Proposal, Customer agrees to the terms and conditions contained herein and any attachments or riders attached hereto that contain additional terms and conditions. It is understood that these terms and conditions shall prevail over any variation in terms and conditions on any purchase order or other document that the Customer may issue. Any changes in the system requested by the Customer after the execution of this Agreement shall be paid for by Customer and such changes shall be authorized in writing. **ATTENTION IS DIRECTED TO THE LIMITATION OF LIABILITY, WARRANTY, INDEMNITY AND OTHER CONDITIONS ON THE PRECEDING PAGES. This proposal shall be void if not accepted in writing within 30 days from the date of the Proposal.**

For Customers located in Canada, this Fire Domain Sale and Installation Agreement has been drawn up and executed in English at the request of and with the full concurrence of Customer. Ce contrat a été rédigé en anglais à la demande et avec l'assentiment du client.

<p>Offered By:</p> <p>Johnson Controls Fire Protection LP</p> <p>Telephone:</p> <p>Representative: _____</p> <p>Email: jason.ropson@jci.com</p>	<p>Accepted By: (Customer)</p> <p>Company: _____</p> <p>Address: _____</p> <p>Signature: _____</p> <p>Title: _____</p> <p>Date: _____</p>
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Pricing is based upon the following billing and payment terms: Invoices will be delivered via email, payment due date of NET 30, including a deposit invoice for 30%, and invoices are to be paid via ACH/EFT bank transfer. Johnson Controls ACH/EFT bank transfer details will be forth coming upon contractual agreement. This offer shall be void if not accepted in writing within thirty (30) days from the date first set forth above.

To ensure that JCI is compliant with your company's billing requirements, please provide the following information:

PO is required to facilitate billing: NO: This signed contract satisfies requirement
 YES: Please reference this PO Number: _____

AR Invoices are accepted via e-mail: YES: E-mail address to be used: _____
 NO: Please submit invoices via mail
 NO: Please submit invoices via _____

- B. Recording Board Meetings - NEOLA Legal Updates on ADA and Closed Captioning
 - C. Resignations
 - D. New Hires
- VII. **DISCUSSION ITEMS**
- A. 2023-24 Preliminary Budget 27

BUDGET ASSUMPTIONS 2023 - 24

11/14/22

SUMMER SCHOOL FTE		
34 FTE *.4 = 13.6 FTE		14
ROLLED SEPTEMBER STUDENT COUNT FORWARD		
EC - 1 =.5 FTE		1
4K - 56 = 34 FTE		34
K - 12 = 808 FTE		808
Sept FTE Est.		<u>843</u>
TOTAL FTE EST.		857
THREE YEAR ROLLING AVERAGE IS 870 -		870
OPEN ENROLLMENT -		
119 Reg Ed FTE In @ \$8,224 - 5 Sped FTE In @ 13,076		1,044,036
38 Reg Ed FTE Out @ \$8,224 - 6 Sped FTE Out @13,076		390,968
		<u>653,068</u>
PER PUPIL CATEGORICAL AID - no increase		0
RLW - Allowed Per-Member - \$0.00 increase		0
SALARY ADJUSTMENT - 5%		
BENEFIT ADJUSTMENT		
HEALTH - 8%		
DENTAL - 5%		
OTHER EXPENSE ADJUSTMENT		
SKYWARD SOFTWARE - 5%		
DISTRICT INSURANCE - 5%		
UTILITIES - 5%		
Custodial Services - 5%		
Vehicle Fuel - 5%		
Technology - 6%		
Dues and Fees - 5%		
Reductions from prior year		-
Additonal Capital Maint		68,892
REVENUE		14,252,414
EXPENSE		15,245,552
DEFICIT/EXCESS (Fund 10 and 27)	27	<u>(993,138)</u>

2023 Spring Election Information

- 3 Incumbent seats up for election.
 - Larry Stuessy
 - Corrine Hendrickson
 - Casey Umhoefer
- **Declaration of Candidacy** and **Campaign Finance** forms can be turned in starting on December 1st.
- Final date to submit candidate paperwork is Tuesday, January 3rd by 5:00pm.
- Incumbents who will not be running for office must submit a **Notification of Non-Candidacy** by December 23, 2022, at 5:00pm.



GUIDE FOR CANDIDATES

**2023 Spring Election Edition
Updated October 2022**



Supporting, Promoting and Advancing Public Education

The WASB *Guide for Candidates* is designed to provide general information and commentary as a service to WASB members based on current law and agency guidance as it existed at the time of publication. It should not be relied upon as legal advice. If legal advice is needed, the services of the school district's designated legal counsel should be obtained.

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WISCONSIN ASSOCIATION OF
SCHOOL BOARDS, INC.

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Phone: 608-257-2622 or 877-705-4422 (toll-free)

WASB.org

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SCHOOL BOARD MEMBER ELECTION DATES

Deadline for School District Clerks to Publish the Notice of Election —
Fourth Tuesday in November (November 22, 2022)

**Candidates May File Declarations of Candidacy No Later than
January 3, 2023 —**

The deadline for declaring candidacy is 5:00 p.m. on the first Tuesday in January.

In order to be eligible to appear on the official ballot at the Spring Election, a candidate needs to file a declaration of candidacy and a campaign finance registration statement with the filing office identified in the district's Notice of Election by no later than this deadline. In some school districts, nomination papers with a sufficient number of signatures must also be filed in order to qualify for the ballot. Nomination papers may not be circulated or filed prior to December 1, 2022.

The appropriate forms can be obtained from the websites of the Wisconsin Elections Commission and the Wisconsin Ethics Commission, or from the school district's main administrative office.

Spring Primary (if a primary election is needed) —
Third Tuesday in February (February 21, 2023)

Spring Election —
First Tuesday in April (April 4, 2023)

WASB New School Board Member Gatherings —
Held regionally around the state, usually in mid to late April. Please refer to the schedule on the WASB website (wasb.org) once it is available.

**Persons Elected (or Re-Elected) to the School Board at the Spring Election
Must Take and File the Official Oath of Office —**
On or before the Fourth Monday in April (no later than April 24, 2023)

School Board Members Take Office —
Fourth Monday in April (April 24, 2023)

This pamphlet provides general information and is not intended as legal advice. The dates shown on this page reflect the law as of the date of publication. Please check the WASB School District Election Schedule and monitor the WASB website and other WASB communications for any changes, updates, or corrections to the information presented herein.



A MESSAGE FROM THE WASB PRESIDENT

Congratulations! You have made the important decision to run for your local board of education. Whatever the outcome of your election, your community is grateful that you made the decision to step up and get involved to make your local school district even better.

Wisconsin has 421 public school districts, each one governed by locally elected school board members. Their job is to make the policy decisions that will provide all of their students with the best education possible and to hire, supervise, and evaluate the superintendent. There are numerous state and federal laws that must be observed, and many of them need community decision makers to fine-tune the requirements to fulfill the spirit of the law, as well as the letter, for each district. Working with superintendents, administrators, and teachers, school board members go about building effective educational systems to benefit their students and their communities.

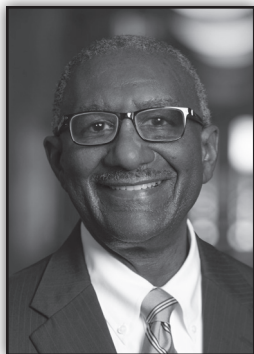
As a community member, you have always had the opportunity to voice your thoughts, concerns, goals and desires to enhance your school district. As an elected board member, you have the added responsibility to be involved in the full decision-making process. Working with the other members of your board, you will have the responsibility of approving policy for administration and staff to follow, evaluating the superintendent, setting annual budgets, and advocating for your students and your district.

As a member of the Wisconsin Association of School Boards, your district has the opportunity to utilize the many tools developed by the WASB to follow good governance guidelines including webinars, podcasts, workshops, conferences, and the annual State Education Convention held every January.

Best wishes to you in your election journey, and thank you for stepping up to make your local district a great one.

A handwritten signature in cursive script that reads "Barbara J. Herzog".

Barbara Herzog, WASB President
Oshkosh



ADVOCATES FOR CHILDREN

School boards and school board members are uniquely positioned to be advocates for boys and girls.

A member of a school board is entrusted with one of the most important responsibilities that can be assigned to any citizen—that of helping to direct the education of the youth of his or her community.

In no other country is there local responsibility for and authority in education comparable to the American school board. This local responsibility and authority — local control—varies in degree from state to state, but it assures that public schools are flexible and responsive to community needs.

Wisconsin school board members are the elected representatives of their districts and set policy for the education of the district's children.

In Wisconsin, nearly 2,800 school board members are making decisions which affect more than 800,000 children enrolled in the public schools of the 421 districts in the state. These board members, as individuals, generally have no more power or authority than any other citizen in the district. It is when the individuals are meeting as a board that they can make decisions affecting the district.

Board members in Wisconsin must go through an established procedure to gain election to the school board. Your district administrator or district clerk will tell you the specific requirements for your district. General requirements are included in this brochure.

John H. Ashley, Executive Director
Wisconsin Association of School Boards

QUALITIES OF A SCHOOL BOARD MEMBER

There are many qualifications and qualities that experienced school board members have indicated are important to school board membership. These include:

- A commitment to the belief that all children of the school district are entitled to have available to them a beneficial educational program.
- An open mind and readiness to learn.
- A willingness to attend seminars and workshops which can help them make intelligent decisions in school affairs.

[The first WASB event for newly elected school board members are the New School Board Member Gatherings held in late April in 15 regions throughout the state to briefly review school board member responsibilities and introduce the new members to the services and information provided by the WASB.]

- A vision and an ability to understand changes in our society.
- The ability to act with other school board members to advance the best interests of the school district.
- The capability to articulate the philosophy and goals of the school and to listen carefully to the criticisms offered by people with differing views.
- A willingness to invest the hours that will be necessary to faithfully discharge their duties.
- Freedom from conflict with any other interest.

WHAT DOES THE SCHOOL BOARD DO?

School boards lead and govern the schools and educational programs of our local public school districts. That leadership role is performed as part of a team that includes the district administrator (also sometimes called the superintendent). The leadership team, in turn, operates within a unique framework of authority, duties, and powers that is established by a variety of state and federal laws and that is supplemented by local policy decisions.

There are several different types of public school districts in Wisconsin, including K-12 common school districts, K-8 common school districts, union high school districts, unified school districts, and the Milwaukee Public Schools. While the different types of school districts and their boards share many general characteristics, there are also some differences in the specific powers and responsibilities that are assigned to them. All school districts and school boards are alike, however, in that student learning and student achievement constitute the centerpiece of their mission.

Major Responsibilities:

STUDENT ACHIEVEMENT: The school board adopts academic standards for pupils and establishes expectations for education in the district. The school board monitors student achievement and exercises general supervision over the schools.

POLICYMAKING: Policymaking covers the broad range of rules and regulations that school boards enact, alter or repeal. Board policies are the basis of school district operations. It is through policy-making that the board takes action, directing the district administrator and staff regarding district priorities. To have a well-organized school system, the board needs a sound philosophy of education as a basis for policymaking.

BOARD-ADMINISTRATOR RELATIONS: Research has shown that the board-administrator relationship is central to the success of the district. Effective board members are aware of the differences between their role and that of school administrators. In essence, the school board determines *what* needs to happen and the district administrator and staff determine *how* to make it happen. The school board sets its goals and operational policies and expects the district administrator to carry them out. Although the board should refrain from becoming involved in the day-to-day operation of the schools, it should follow up on the administration and operation of the schools and require periodic reports for purposes of evaluation.

EVALUATION: Evaluation is a continuous function that applies to policies, people and programs. Regular evaluation of all facets of school operations uncovers areas of success and opportunities in the school system and establishes a basis for future action.

BUDGET RESPONSIBILITY: Nothing conveys what is important to a school board more than the budget it adopts. The board uses public input to align resources with the school system's vision and goals. After that, the board supervises the execution of the budget, reviews school district accounts and business procedures and provides for an annual audit of the accounts as required by law.

COMMUNICATING WITH THE PUBLIC: There are times when school board members need to take the story of the district's success to the public, building support of public education. At other times, listening becomes the key communication strategy, understanding the values and concerns of the community, so that appropriate priorities can be established. Effective board members utilize both types of communication strategies to build support and establish relationships with their stakeholders.

ADVOCACY: The board serves as the key advocate in the community for students and their schools— encouraging progress, energizing systemic change and dealing with children as whole persons in a diversified society. In addition, effective school board members engage with state and federal policy makers to ensure that those policymakers understand the impact of legislative action taken at those levels of government.

More detailed information on the role, rights and duties of a school board member in Wisconsin is available from a variety of sources through the WASB.

QUESTIONS AND ANSWERS

Q. What are the legal qualifications for being a school board member?

A board member must be an eligible elector of the school district. According to the Wisconsin Elections Commission, in order to qualify for placement on the ballot as a candidate in a school board election, a person must be:

- (a) A citizen of the United States;
- (b) 18 years of age or older; and
- (c) A resident of the school district for at least 28 consecutive days at the time of filing a declaration of candidacy.

In some school districts, school board members are elected to numbered seats or according to a plan of apportionment of board seats among the cities, towns and villages in the district. Where a plan of apportionment is in place, the person elected to an apportioned seat must reside in the designated geographic area at the time he or she takes the oath of office. In all school board elections other than in Milwaukee and Racine, each board member is ultimately elected by the votes of the electors of the entire school district.

There are three different potential conflict of interest situations that a candidate should consider before filing his or her declaration of candidacy:

Private interest in public contracts: School board members are prohibited by a felony criminal statute from having private, pecuniary interests, either direct or indirect, in school district contracts of more than \$15,000 in any year. Some limited exceptions to this prohibition are enumerated in the statutes. Significantly, abstaining from participation in particular board discussions and votes does not always resolve this type of conflict. (see s. 946.13)

Code of Ethics: The Code of Ethics for Local Government Officials prohibits local public officials (including school board members) from engaging in specified conduct that might otherwise involve a conflict of interest, the improper use of a public position for personal gain, or other divided loyalties. For example, a local public official may neither (1) use his or her office to obtain financial gain or anything of substantial value for private benefit for himself or herself, or his or her immediate family, or for an organization with which he or she is associated; nor (2) take any official action substantially affecting a matter in which the official, a member of his or her immediate family, or an organization with which the official is associated has a substantial financial interest. (see s. 19.59)

It should be noted that the Wisconsin Ethics Commission and its predecessors (the former Government Accountability Board and former State Ethics Board) have consistently interpreted the phrase “anything of substantial value” to mean anything of more than nominal, token, or inconsequential value in light of the totality of the circumstances. Although the Ethics Commission has not identified a specific figure, previous opinions suggest that anything worth more than several dollars may be suspect. Further, the Code of Ethics does not define “substantial financial interest” and fails to contain a safe harbor like the \$15,000 annual threshold found in s. 946.13. Thus, unlike s. 946.13, it is likely that financial interests in matters involving far less than \$15,000 will trigger the application of the Code. Finally, whereas s. 946.13 restricts an individual’s conduct in both the person’s private and public capacities, the Code of Ethics is primarily concerned with actions that a local public official takes in his or her public (i.e., official) capacity.

Incompatibility of Office: The common law doctrine of incompatibility of office is generally understood to prohibit a school board member from being simultaneously employed by the same school district where he or she is on the school board, and it may restrict school board members from serving the district in other capacities as well.

Before seeking a school board seat, a potential school board candidate who already holds some other public office should also determine if there may be a legal incompatibility between the currently-held office and the office of school board member.

Q. What are the election procedures for the office of school board member?

In Wisconsin school districts, school board members are elected in April in connection with the spring election of various municipal and judicial officers. A regular term of office for a school board member is three years.

In common, union high and unified school districts, candidates must file a campaign finance registration statement, a declaration of candidacy, and, if required, nomination papers, with the school district clerk on or before 5 p.m. on the first Tuesday in January (or on the next day if Tuesday is a holiday). Note that nomination papers may not be circulated or filed before December 1. This deadline may be extended by 72 hours where an incumbent, without prior written notification of noncandidacy, fails to file for the election. Notwithstanding the final January deadline for filing a campaign finance registration statement, a candidate must comply with the registration requirement no later than the time that he or she becomes a candidate, which can be earlier than the January ballot-access deadline. The district staff in the office of the district administrator (superintendent) should be able to identify whether candidates in the district are required to solicit and file nomination signatures, as well as how many signatures are required.

The candidate(s) who are elected to the school board at the spring election must take and file the official, written oath of office *on or before* the 4th Monday in April. The oath of office does *not* have to administered at or in connection with a school board meeting. Failure to take and file the oath gives rise to a vacancy. The term of office begins on the 4th Monday in April.

Q. What are some of the basic campaign finance requirements for a school board candidate?

As mentioned above, the campaign finance laws found in Chapter 11 of the Wisconsin statutes include the requirement that every candidate must file a campaign finance registration statement with the school district clerk in a common, union high, or unified school district. All candidates register as a “candidate committee.”

While every school board candidate (defined to include every actively serving school board member) must be registered, a candidate may claim an exemption from filing periodic financial reports. If a candidate declares on his or her current registration statement that he or she does not anticipate accepting contributions, making disbursements, or incurring obligations in excess of \$2,000 in the applicable calendar year (\$2,500 in 2023 and thereafter), and if he or she does not actually exceed that dollar threshold, then the candidate is exempt from filing periodic financial reports. See s. 11.0104 or visit the Wisconsin Ethics Commission website for more information (<https://ethics.wi.gov>).

Notwithstanding the \$2,000 (\$2,500 in 2023 and thereafter) aggregate threshold for claiming or renewing the reporting exemption, all candidates (including those who have claimed the reporting exemption) must adhere to the general limits that apply to contributions from specific sources, as further specified in Chapter 11. In addition, it is very important for candidate committees to understand that claiming the exemption from filing reports does not relieve the candidate and his or her candidate committee from other obligations imposed by the campaign finance laws. For example, even committees that are exempt from filing campaign finance reports must (1) track and keep adequate records of all receipts and disbursements, and (2) include appropriate “paid for by” attribution statements on applicable campaign materials.

Requirements for designating a candidate committee treasurer and a depository (checking account) for campaign funds are also set out in Chapter 11.

Q. Do school board members get paid for their service?

In common and union high school districts, the annual meeting of district electors may vote annual salaries for board members or an amount for each school board meeting that the board member actually attends.

In unified school districts, each school board member may be paid an annual salary or an amount fixed by the school board for each school board meeting the member actually attends. In the Milwaukee Public Schools, the members of the board of school directors are paid an annual salary in an amount set by the board.

School board members may refuse their salary by giving written notice. For more information, see s. 119.13 (Milwaukee), s. 120.45 (unified school districts), and s. 120.07 (common and union high school districts).

Q. Are school board members protected from civil suits?

The laws of Wisconsin provide some protection for school board members and other public officials who become involved in a legal action in their official capacity. The protection comes in the form of limited immunity from certain suits, and also in the form of a right to be indemnified by the school district in certain other civil suits. School districts generally maintain liability insurance policies that help the district meet its obligations to indemnify its officers.

However, school board members are not entirely immune from or indemnified for all possible personal liability. For example, there can be personal liability when a court or jury determines that a board member's conduct caused harm to another person and was also outside the scope of his or her duties as a board member, as might be the case with certain intentional and/or criminal acts. As another example, personal liability may arise from a board member's violation of the Wisconsin Open Meetings Law and from other failures to perform legally mandated duties. Some violations of the law by public officials constitute criminal offenses.

Q. How are vacancies on school boards filled?

Vacancies in school board offices in common, union high and unified school districts are generally filled by appointment by the remaining members within 60 days of the actual vacancy. Such appointees hold office until a successor is elected and takes office. Although the exact process to be followed varies by the timing of the vacancy, it is often the case that a partial (or "unexpired") term of either one or two years that is connected to a vacancy will appear on the ballot at the spring election in order to replace the board's appointee with a duly-elected board member. A vacancy on the board of school directors in the Milwaukee Public Schools is filled by a special election.



WISCONSIN
ASSOCIATION OF
SCHOOL BOARDS

Supporting, Promoting and Advancing Public Education

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JACK YOUNG MIDDLE SCHOOL

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Whether you are building a new school, updating spaces for a new curriculum or renovating the main entrance and office space, see why CG Schmidt has been Wisconsin's most trusted building partner since 1920.



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November 2022 | Volume 77 Number 4

THE OFFICIAL PUBLICATION
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OF SCHOOL BOARDS, INC.

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Wisconsin School Safety Tip Line Sees 15% Increase

The Wisconsin Department of Justice says its “Speak Up, Speak Out” safety reporting system saw a 15.2% increase in tips reported during the 2021-22 school year.

The program began in September 2020 and has received more than 4,000 tips since then. Over 300 Wisconsin schools received at least one tip last year.

The program encourages reporting of concerns before violence happens at school.

“SUSO has been a huge success. With funding from the legislature in the next state budget, we can ensure

that this program and our Office of School Safety will be able to continue their great work keeping kids in Wisconsin safe for the long term,” Attorney General Josh Kaul said in a press release.

Of the reports made last year, 26.4% were for bullying. Suicide threats were 6.7%, drugs were 6.5% and weapons were 5%. According to the Wisconsin DOJ, those numbers are comparable to national averages.

Every tip provided to SUSO requires school or law enforcement to complete a report describing the result of the tip. □

Eight Wisconsin Schools Named 2022 National Blue Ribbon Schools

The U.S. Department of Education honored eight Wisconsin schools as National Blue Ribbon Schools for excellent academic performance.

The recognition is based on a school’s overall academic performance or progress in closing achievement gaps.

Wisconsin’s 2022 Blue Ribbon Schools are:

- Gordon L. Willson Elementary School, Baraboo School District
- Tibbets Elementary School, Elkhorn Area School District
- Greenwood Elementary School, School District of Greenwood
- Prairie View Elementary School, School District of Holmen
- Bayside Middle School, Fox Point J2 School District
- Rib Lake Elementary School, Rib Lake School District
- Sullivan Elementary School, School District of Jefferson
- Theresa Elementary School, Lomira School District □

STAT OF THE MONTH

15.2%

Percentage increase in tips communicated to Wisconsin’s safety reporting during the 2021-22 school year. *Source: Wisconsin Department of Justice*

Kaukauna High School Teacher Wins Prize for Teaching Excellence

Dan Van Boxtel, automotive technology teacher at Kaukauna High School, was named one of 20 nationwide winners of a \$50,000 teaching prize from Harbor Freight Tools for Schools, Fox 11 reported.

The 2022 Prize for Teaching Excellence drew a record 768 applications from all 50 states. It also

includes an extensive application process and three rounds of judging.

Van Boxtel was presented the prize in a surprise ceremony with his family in attendance.

“You do what you do every day because you love to do it and you don’t expect something like this,” Van Boxtel told Fox 11.

Kaukauna High School’s skilled trades program will receive \$35,000 and Van Boxtel will get the remaining \$15,000.

“If I could bring some financial resources to the district to buy some equipment for my students in this shop, I was all for it,” said Van Boxtel. □

STOUGHTON STUDENT NEWSPAPER WINS NATIONAL AWARD

Stoughton High School’s student newspaper won a first-place award from an international high school journalism honor society, the Stoughton Courier Hub reported.

The paper, The Norse Star, is one of only 14 student newspapers to receive the honor from Quill and Scroll, an international high school journalism

honor society.

Student journalists submitted multiple issues of the monthly newspaper for the news media award, with students working collectively to fill out the application.

So far this school year, North Star staff members have received thorough feedback from Quill and Scroll to help advise the work they will do this year.

“The comments were primarily positive, and it was wonderful to know that the work the members of the Norse Star put into this publication is appreciated,” Norse Star Adviser Laura Streytle told the Stoughton Courier Hub. “The critiques were all very constructive and gave me some things to focus on as editor in chief.” □



Community. Unity. Opportunity.

What makes the State Education Convention a tradition that members return to year after year?

To my mind, it's about school leaders enjoying each other's company, teaching each other and recapturing their sense of purpose. In fewer words: camaraderie, learning and inspiration.

Like all themes, this year's iteration — "Community. Unity. Opportunity." — is a chance to re-interpret that tradition in a way that speaks to contemporary issues.

We know school board members serve as a means to give back to their community. Many of you have seen more community involvement in the past few years. One goal of the convention is to make harnessing the energy of your community the rewarding experience that it should be.

I also see school board members, administrators and other education leaders comprising a community of your own. Coming together can be a reminder of how much you all have in common. Again and again, I hear that convention attendees learn the most from each other.

A unified school board acts as one on behalf of children. It doesn't mean we don't always agree on the "how," but coming to the convention can refocus education leaders on their "why."

The word "opportunity" comes from a Latin term for coming toward a harbor, referring to the winds guiding a ship home. Schools (and

their board members) are like that favorable wind, giving students and families opportunities that will help them become citizens and workers.

Each of our keynote speakers speaks to both the convention's timeless traditions and the real-life issues you face each day.

David Horsager returns to the convention as the kickoff keynote speaker — he last spoke to us in 2017 — to talk about trust. Managing trust with your communities is a central part of what you do.

The WASB Breakfast will feature Viterbo University professor Tom Thibodeau, who wowed attendees of our Summer Leadership Institute this summer. He'll talk about the power of servant leadership, which is how I know many of you see your role.

Then, during Thursday's general session, we'll hear from Sarita Maybin, an international speaker and communications expert. If unity hasn't always seemed within reach for you, the author of "Say What You Mean in a Nice Way: Working Together Better in High-Tech Times" may be able to help.

Friday's keynote, from speaker Courtney Clark, is about resilience. She is all too familiar with the need to bounce back. She beat cancer at 26 only to endure multiple brain surgeries to repair an aneurysm. She'll share the skills she's learned with you.

If our keynote sessions will make you feel, our more than 80 breakout sessions will leave you thinking for weeks and months afterward. Most of

our sessions are led by the people who know you best — school boards and staff at districts like yours.

There is something for just about everyone in your district. Please read through the breakout sessions starting on page eight and visit WASB.org/convention for the most up-to-date list.

The convention is also held concurrently with the Delegate Assembly, the annual culmination of a resolutions process that began months ago as boards drafted potential resolutions. As I write this, these resolutions are currently being reviewed by the Policy and Resolutions Committee.

Thank you to the school boards that submitted resolutions for joining in the governance of your association.

I'd also like to thank the members who joined us for Fall Regional Meetings. It was special to look into attendees' eyes and hear from hundreds of school board members around Wisconsin.

I hope that many of you will be able to attend our Fall Advocacy Workshops this month. Five workshops will be held in person on Nov. 10 and Nov. 15 while an online version is scheduled for Nov. 16

The upcoming state budget will be pivotal for your community's children, and these workshops will give you the knowledge and skills to speak for those who may not otherwise have a voice in Madison.

I'll see you in Milwaukee! ■

One goal of the convention is to make harnessing the energy of your community the rewarding experience that it should be.



KEYNOTE SPEAKER **DAVID HORSAGER**

Wednesday, Jan. 18, 2023 | General Session



David Horsager is the CEO of Trust Edge Leadership Institute

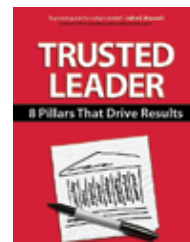
and a global authority on helping leaders and organizations become the most trusted in their industry.

Horsager is the national bestselling author of “The Trust Edge,” inventor of the Enterprise Trust Index™, director of The Trust Outlook™ and trust expert in residence at High Point University.

“A lack of trust is your biggest expense,” he says. Without trust, transactions cannot occur. Without trust,

influence is destroyed. Without trust, leaders lose their people. Trust can be either your most vulnerable weakness or your greatest asset.

David’s work has been featured in prominent publications such as Fast Company, Forbes and The Wall Street Journal. David has advised leaders and delivered life-changing presentations on six continents, with audiences ranging from FedEx, Toyota and global governments to the New York Yankees and the Department of Homeland Security.



WEDNESDAY GENERAL SESSION

10 a.m. - Noon | Wisconsin Center

The 102nd State Education Convention will open with a performance by the Vel Phillips Memorial High School Wind Ensemble of the Madison Metropolitan School District.

During the general session, administrators and educators of the year will be recognized along with the student art award winner. State Superintendent Jill Underly has been invited to address the opening general session.



PRESIDING:
Nick Ouellette WASDA president
Hudson School District

PRE-CONVENTION WORKSHOP

TUESDAY, JAN. 17 | 1:30-5PM, WISCONSIN CENTER, REGISTRATION REQUIRED

★ **Inclusive School Board Leadership**

Inclusive School Board Leadership for K-12 school board leaders explores the role of the 21st-century school board member, challenging equality and deficit-minded board leadership styles, and the negative impact each has on achievement for students from communities that have historically been marginalized. This workshop will help school board members prepare to engage key constituents from the balcony to the playing field, to ensure their commitment to inclusion is widely shared and openly communicated. Additionally, school board members will learn how to develop an inclusive vision for the board. A vision is a dream or picture of what a board wants to look like at the end of the term, individually and collectively, and identify ways to be intentional about inputting inclusion into board policy and practice.

Kinect Education Group



KEYNOTE SPEAKER **SARITA MAYBIN**

Thursday, Jan. 19, 2023 | General Session



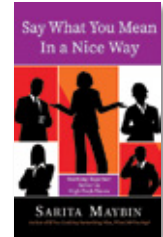
Sarita Maybin shows her audiences

how to transform uncomfortable conversations into constructive communication. With real stories, real solutions and a relatable presence, she breaks down barriers to reveal how to work together better.

Raised as a “military brat” moving from country to country, Sarita mastered making fast friends and finessing stressful situations. She quickly learned that it wasn’t just what you say, but how you say it that matters.

In her 20+ year career as a professional speaker, this former

university dean has made it her mission to motivate others to embrace positivity, even amid the challenges of our ever-changing high-tech times. She has spoken in 50 states, 10 countries and on the prestigious TEDx stage.



Plus, she literally wrote the book on how to answer the perpetually perplexing question: “If You Can’t Say Something Nice, What DO You Say?” She continues the conversation in her new book, “Say What You Mean in a Nice Way.”

THURSDAY GENERAL SESSION

3 - 5 p.m. | Wisconsin Center

The New Berlin Chamber Orchestra will kick off the second general session of the 102nd State Education Convention.

Wisconsin school board members who have served 20, 30 or 40 years will be recognized for their service.

WASB President Barb Herzog will reflect on her past year as president before handing the gavel to the 2023 president.



PRESIDING:
Barbara Herzog WASB president
Oshkosh School District

PRE-CONVENTION WORKSHOP

TUESDAY, JAN. 17 | 1:30-5PM, WISCONSIN CENTER, REGISTRATION REQUIRED

★ School Finance Puzzle

Gain a conceptual understanding of the major components of the Wisconsin school finance system using a hands-on, interactive approach. The presentation team will include members of the Wisconsin Association of School Business Officials and the School Finance Team for the Wisconsin Department of Public Instruction. Attendees will become acquainted with the basics of the budget cycle, revenue limits, equalization aid, property taxes and referendums — how these components interrelate and how they impact board decision-making. Leave the workshop with increased confidence in discussing school finance concepts and using this knowledge to help foster an environment of trust in your community for the benefit of students.

Wisconsin Association of School Business Officials

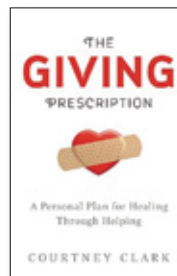


KEYNOTE SPEAKER **COURTNEY CLARK**

Friday, Jan. 20, 2023 | General Session

Five years after beating cancer at age 26, Courtney Clark underwent a routine scan of her brain. An aneurysm was about to rupture.

Clark is the luckiest unlucky person in the world. After a series of major struggles beginning in her mid-20s, she has built two successful businesses and is the author of two books. Her most recent is titled “The Successful Struggle: Powerful Techniques to Achieve Accelerated Resilience.” She works with people who want to adapt faster and achieve more, and has spoken worldwide to organizations like Procter & Gamble, Dell, S&P, Humana, Cisco and Cardinal Health.



FRIDAY GENERAL SESSION

10:30 a.m. - Noon | Wisconsin Center

The Oshkosh North High School Chorale will open the final general session of the 102nd State Education Convention.

The Wisconsin governor will be invited to address the general session.



PRESIDING:
Phil Frei WASBO president
Sun Prairie Area School District



PRE-CONVENTION WORKSHOP

TUESDAY, JAN. 17 | 1:30-5PM, WISCONSIN CENTER, REGISTRATION REQUIRED

★ **Coordinating Crisis Response in the National Incident Management System**

In planning for school emergencies, educators and their community partners (e.g., law enforcement, fire officials, local mental and public health authorities) become a small but significant part of the national planning community. As districts and schools plan for and execute response and recovery activities through their Emergency Operations Plans, they should use the concepts and principles outlined in the National Incident Management System. NIMS is the United States’ single, comprehensive system for managing domestic incidents, which enables the seamless transition and integration of additional response agencies during an incident. Representatives of the Wisconsin School Safety Coordinators Association will explain how NIMS works, including its organizational structure; how its parts work together; and the roles of command, general staff and senior officials, including elected officials.

Wisconsin School Safety Coordinators Association

W A S B B R E A K F A S T P R O G R A M



KEYNOTE SPEAKER **THOMAS THIBODEAU**

Thursday, Jan. 19, 2023 | 7 - 8:30 a.m.

Crystal Ballroom, Hilton Milwaukee City Center | Registration required, \$40

Thibodeau is a husband, father, grandfather, teacher and an active community member from Wisconsin Rapids who has done nothing but inspire students and change the world since coming to Viterbo University in 1984.

Through the years, his infectious enthusiasm, compassion and commitment to leadership and service have inspired countless colleagues and community members. He is the founder of the Master of Arts in Servant Leadership,

the first master's degree of its kind in the nation, and also a founding member of Place of Grace, a hospitality and fellowship resource in La Crosse. Thibodeau is a popular professor, talented public speaker and extremely active community member. He regularly leads The Ethical Life

seminars and also offers a Serving the Common Good seminar focused on homelessness.



★ **WASDA Luncheon**

Thursday, Jan. 19, Noon -1:15 p.m.

Registration required, \$44
Hilton Milwaukee City Center

Hosted by the Wisconsin Association of School District Administrators, featuring the 2022 Superintendent of the Year.

★ **WASBO Luncheon**

Thursday, Jan. 19, Noon -1:15 p.m.

Registration required, \$44
Hilton Milwaukee City Center

Hosted by the Wisconsin Association of School Business Officials, featuring the 2022 Wisconsin School Business Officials of the Year.

PRE-CONVENTION WORKSHOP

TUESDAY, JAN. 17 | 1:30-5PM, WISCONSIN CENTER, REGISTRATION REQUIRED

★ **A Governance Mindset: School Boards and Superintendents Working Together**

Michael Fullan and Davis Campbell describe a governance system as “the school board and superintendent working together as a cohesive, unified team with a common vision, driven by a shared moral imperative.” High-performing board trustees and superintendents understand that in order for school districts to be successful all parties need to be effective. Participants in this session will explore the following ideas related to effective governance:

- Developing one’s own mindset in relations to others
 - Communicating effectively and frequently
- Deep learning as it relates to preparation and action
- Performing at high levels while pursuing the moral imperative
 - Understanding roles in a trust-based culture and their impact on student achievement
 - Aligning actions



UNITY. COMMUNITY. OPPORTUNITY.

2023 State Education Convention

BREAKOUT SESSIONS

Visit the convention website at [WASB.org/convention](https://wasb.org/convention) for the complete schedule of breakout sessions.

LEADERSHIP | **STUDENT ACHIEVEMENT** | **COMMUNITY ENGAGEMENT**
HUMAN RESOURCES | **SCHOOL FINANCE** | **SCHOOL LAW** | **FACILITIES**

STUDENT ACHIEVEMENT

● **Active Learning Spaces and Intentional Design: Engaging Today's Student and Adult Learners**

Engaging students in learning is more important than ever. Redesigning learning spaces and designing lessons to engage learners is a step in the right direction. Session attendees can see Pulaski Community School District's redesigned classrooms, libraries, board room/adult learner training center, seating, workspaces and technology. Hear about the professional development needed to support teachers with learner-centered pedagogy for these learning spaces and technology that lead to an active learning ecosystem.

Pulaski Community School District

● **Bring Business and Entrepreneurship to Your School**

Have you been searching for new and innovative ways to bring business and entrepreneurial concepts into your district's curriculum? This fun, interactive workshop will allow attendees to collaborate with other leaders to get a taste of the Wisconsin Business World programming. Presenters will also discuss creative ways to bring industry into your classroom curriculum and strategies to partner with educational and community organizations to enhance your career technical education initiatives.

Wisconsin Manufacturers & Commerce

Rice Lake School District

● **Communities of Care Through Trauma, Illness and Grief**

In the 2019-20 school year, five dis-

tricts from the CESA 1 region began a pilot cohort of the core curriculum to evaluate the potential value of the Consortium on Trauma, Illness and Grief in Schools to their ongoing work in meeting the holistic needs of students. Session attendees will experience activities that are a part of the larger TIG training, hear application of the work in those districts and see the positive impact this initiative has had on school communities.

Whitnall School District, CESA 1 Consortium on Trauma, Illness, and Grief in Schools

● **How Hardwired Improvement Practices Increased Student Performance Post-COVID**

Attendees will learn about the story of Riverside Elementary School in the School District of Menomonee Falls. Bucking state and national trends, this third- through fifth-grade school saw



improved Forward Exam results in English Language Arts during the 2020-2021 school year. Hear how this school’s commitment to aligned goals, aligned behaviors and aligned processes led to improved outcomes for students.

*Menomonee Falls School District
Studer Education*

● **How Historical Racial Trauma Affects Kids in School**

This is an introductory intermediate-level workshop intended for anyone interested in learning more about the value of historical racial trauma-informed classrooms. By embracing these principles, participants can better contribute to the positive transformation of marginalized groups and their relationships affected by trauma. Becoming racially trauma-informed creates a sustainable foundation in any setting to promote strength, engagement and healing.

Wauwatosa School District

● **Implementation of Multi-Tiered Systems of Support in a Rural Middle School**

This session will highlight successes and challenges associated with implementation of multi-tiered systems of support, visible learning and teacher clarity work in a rural middle school. Attendees will discuss Freedom School District’s plan, timeline and implementation plan while hearing testimonials from teachers and support staff. Attendees will also have an opportunity to share their school’s journey and network with other school leaders.

Freedom School District

● **Leadership for the Science of Reading: Similar Themes From Two Different Districts**

This session will highlight leadership and implementation of reading research in urban Cudahy and rural Neillsville. The science of reading is a

body of research in literacy instruction that has educators aligning reading instruction. While these two districts represent urban and rural settings, they have found consistent themes in the implementation of evidence-based reading systems. District and building-level leaders will share what is working, what are the challenges and how school leaders can raise reading achievement in their own districts.

*Cudahy School District
Neillsville School District*

● **Life Readiness: From Vision to Data Driven Change**

Districts around the state see the value of Redefining Ready!, which defines successful graduates as “more than a score.” The School District of Beloit Turner identified a way to use a quantitative measure to guide growth for individuals and measure success at building and district levels within the “life ready” domain. This presentation

Pre-Delegate Assembly DISCUSSION

Tuesday, Jan. 17 | 7-8 p.m. Hilton Milwaukee City Center

This discussion session gives delegates an opportunity to seek any needed clarifications of the resolutions forwarded to the Delegate Assembly by the WASB Policy and Resolutions Committee. This will be an informational session only. Members are encouraged to ask questions, but no action will be taken and no debate will be allowed. This session also serves as the opportunity for delegates to propose emergency resolutions to the Policy and Resolutions Committee and will include a review of parliamentary procedure for delegate assemblies.



will share the district's data collection process efforts to quantify observable outcomes in student readiness and evidence of systemic school improvement initiatives.

School District of Beloit Turner

● **Measuring Your Graduate Profile**

Many districts have recently developed a graduate profile to define the skills and competencies students should possess to be successful. Taking a step beyond creating profiles, the Pewaukee School District has identified school-level measurements for each of its graduate profile competencies. Learn how to develop a graduate profile and how to measure growth and success.

Pewaukee School District

● **Physical Education Plus Healthy Eating Equals Academic Success**

Wisconsin health and physical education presenters will share research regarding how physical education and nutrition connect with academic success. In collaboration with their community partners from Nourish, the presenters will engage the audience into mini-PreK-12 lesson activities involving physical education with a nutrition theme.

Erin Schools

Platteville Schools

Sheboygan Early Learning Center

Wisconsin Health and Physical Education, Inc.

● **Renewing Our Schools: Engaging Students in Energy Conservation**

Attendees will hear from students, district facilities staff and community partners about the success Oconomowoc High School achieved in Renew Our Schools, an energy conservation competition. Students will

join the session to share what energy-related activities and lessons they initiated or participated in to win the top prize. They will share the positive environmental and economic impacts, the value of place-based learning, and how the competition offers students community-centered career exploration.

Focus on Energy

Oconomowoc Area School District

UW-Stevens Point

● **Starting Post-Secondary Success While in High School**

The goal to have every student graduate high school with postsecondary credits or an industry certification means there must be multiple pathways for success. Pewaukee High School has developed unique programs, partnerships and pathways for every child to leave high school with credentials for future success. Learn how college partnerships have shifted courses away from Advanced Placement without compromising rigor and student admissions into universities.

Pewaukee School District

● **Steps to Empower Educators with Career Readiness Data**

This presentation will cover information from the School Report Card-Postsecondary Preparation and Perkins V Performance Indicators. These data points help educators and school boards review opportunities within the school district to build connections to career readiness. Understanding advanced courses, dual enrollment, industry-recognized credentials, work-based learning and post-program placement will help districts and communities work together to build quality opportunities for students.

Department of Public Instruction

● **Systems, Structures and the Science of Reading: Leadership Is the Key**

Post-pandemic leaders need to focus on literacy and how to leverage federal resources to get better outcomes that mitigate learning loss. This interactive presentation will share the stories of school districts that made progress in closing gaps and accelerating learning using the science of reading to leverage growth, improvement and achieve high outcomes. School leaders can have the highest impact on students' outcomes.

St. Francis School District

Literacy Task Force of Northern Wisconsin

● **The 90% Reading Goal**

Meet the team from the Hayward Community School District as they reveal their three-year journey to get 90% of their students reading at or above grade level. Hayward developed a Literacy Action Plan to create adult accountabilities, systems accountabilities and results. Presenters will share their story as well as resources to make The 90% Goal attainable in every Wisconsin school district.

Hayward Community School District

● **Thinking Outside of the Box With Graduation Options**

This session will cover multiple graduation options and pathways for students. The presenters will focus on a process of identifying student needs and interests early, gaining an understanding of how to structure and position graduation options to support those needs and interests, and developing effective career pathways to align to students' needs and interests. Challenge your thinking on how

COMPLIMENTARY REGISTRATION for administrative assistants

School district administrative assistants are invited to attend the State Education Convention with complimentary registration.

Eligible individuals must be designated as administrative assistants in the WASB database.

Convention / Delegate **ORIENTATION**

Are you new to the convention or serving as a first-time delegate at the WASB Delegate Assembly? Attend a special session on Wednesday, Jan. 18 at 8 a.m. in Ballroom AB to learn everything you need to get the most out of your convention experience.
Wisconsin Association of School Boards

to expand these options to meet student needs and allow them to take advantage of being career ready.
CESA 7

● **Wisconsin Superintendents' Considerations of High School Start Times**

Despite research suggesting that early start times may not be the best practice, school start times have remained relatively constant. The primary research question used in the Wausau School District's study was: What do Wisconsin superintendents report when considering high school start times?
Wausau School District

COMMUNITY ENGAGEMENT

● **Mending the Community Fabric: Weaving Diverse Perspectives Into Effective Engagement**

Hear from three successful superintendents about how they bring communities together to support schools in divided times. Through effective listening, outreach and communication, these superintendents have sustained their communities through challenging conflicts and diverse opinions. Take away a tactic or two that you could apply around the pressing issues of your community.
Pewaukee School District
Studer Education
Waterford UHS

● **Naming Rights Sponsorships: Tools and Tips to Help Your District Garner Revenue**

The School District of New Berlin signed four naming rights deals during the 2021-22 school year. Learn how the district identifies potential partners, cultivates relationships, secures naming rights deals and celebrates the agreements in publications, on the web and in the community. See what tools it takes to help move the naming rights process forward in a way that's easy and user-friendly for districts and their partners. Attendees will also learn how to make the deals mutually beneficial by tapping into their district's most valuable resources — students and staff.
New Berlin School District

● **Social Media as a Storytelling Tool – What Works in 2023**

Love it or hate it, social media is a powerful tool to tell your district's

story. But finding the time and the content for social media is a struggle for most school districts. Learn how the Ladysmith School District uses a system that can be implemented in any district, whether or not you hire a company to help do it for you. This presentation will break down how to build a system, train staff and see the results social media can have.
Ladysmith School District
#SocialSchool4EDU

● **Voter Satisfaction & Referendum Outcomes: A Tight Relationship**

Voters are more likely to support a district's referendum when they are satisfied. Conversely, if they have areas of concern with components of their local schools, it might be an uphill battle. This begs two questions: What does being "satisfied" mean? And how do you improve whatever that is? School Perceptions will share tangible strategies about communicating school performance and improving community satisfaction. The School District of Oakfield will tell its story about how high satisfaction levels were related to voter approval of a referendum.
Oakfield School District
School Perceptions

● **Who You Gonna Call: Knowing Your Role in a Crisis**

Join a team of school communication experts from across the state to learn about your role and how to support



your school team during a crisis. Whether you're a school board member, superintendent or other staff member, this session will help you understand the roles of a team before, during and after a crisis. Those roles can vary based on the size of a district, so presenters from districts large and small will ensure the message is relevant to any attendee.

*Mineral Point Unified School District
Racine Unified School District
Sauk Prairie School District
Stevens Point Area School District*

FACILITIES

● **A Beginner's Guide to Facilities Planning**

Often, the first step in kicking off a long-range facilities planning process is a facility assessment. Not sure where to start? You're not alone! During this engaging session, one district will share their experience with facilities planning and assessments, provide attendees with practical tools and tips to guide them through the process, and share lessons learned along the way.

*Jefferson School District
J.H. Findorff & Son Inc.*

● **Building Community Support to Create Future-Ready Schools**

Participants will learn how the Oshkosh Area School District culti-

vated a positive relationship with the community to address longstanding barriers to creating a future-ready school system. Specific focus will be given to the aging facilities and what district officials learned as they gathered support for the largest referendum in district history. Learn how a community-developed strategic plan guided the board as it created a committee to provide specific options resulting in a four-phased consolidation plan.

*Oshkosh Schools
Bray Architects*

● **Capital Maintenance Planning: Communicate and Balance Expectations**

Many districts have either recently sought a facilities improvement referendum or are actively considering one. A facility plan must support a district's curriculum, drive student and community engagement and meet evolving capacity demands. This could call for updated mechanicals, remodeling, expansion or consolidation. Learn about the complete capital maintenance planning process from inception through assessment, including approaches to managing internal and external stakeholder expectations.

CG Schmidt

● **Facility Planning for New District Administrators**

New district administrators experience many challenges, including

deferred maintenance and educational upgrades needed within facilities. How can a new district administrator make sure they can effectively work with the school board and staff to prioritize and fund the correct projects within a long-term facility plan? Presenters will provide a real-world framework for facility planning that led to the successful creation of a long-term facility plan and a \$24 million referendum for the Bangor School District.

*Bangor School District
Nexus Solutions*

● **Focus Your Facilities Funds**

Does your district ensure that capital projects are approved only after they are prioritized as the top priority based on the needs of the district? The Greendale School District engaged a citizen team to create a rubric that considers the health and well-being, infrastructure and mission alignment of each project to calculate a priority score. Participants will receive templates of tools they can use to engage in the same process.

*Greendale School District
Cadence Consulting*

● **How Facilities Design can Bring Students Back to the Trades**

The career and technical education spaces within school facilities are an important component of setting up

2023 WASB Delegate Assembly | Wednesday, Jan. 18, 1:30 p.m. — Ballroom AB, Wisconsin Center

Vote on the policies that will guide the association's legislative agenda.

Before heading to the convention, each school board should be certain that its delegate (and alternate) understands the board's position on the resolutions and is prepared to vote accordingly. Decisions reached by the Delegate Assembly will help set the statewide education agenda.

A pre-Delegate Assembly Discussion will be held at 7 p.m. on Tuesday, Jan. 17, in the Crystal Ballroom at the Hilton Milwaukee City Center Hotel. New delegates are invited to a Convention/Delegate Assembly orientation meeting in the Wisconsin Center Ballroom AB at 8 a.m. on Wednesday, Jan. 18.



students for success. Learn how Wisconsin school districts have recently been supporting their students with new and redesigned career and technical education facilities. What do you need to know to make facility decisions for today's students and future students? How are districts prioritizing specific trades and industries? Why are some districts choosing new construction and others choosing renovations?

Eppstein Uhen Architects

● **Leading and Designing for Healthy Air Quality**

How important is air quality in school environments? How do districts measure, regulate and improve the air safety and quality that are needed to improve their building's learning and working environment? The session presenters will challenge school leaders to understand the impact of air quality on faculty and students. COVID-19 has taught schools the importance of air quality. However, the benefits go well beyond the pandemic. This session will relay how a Richmond School District prioritized indoor air quality components on its master plan through a program that monitored air quality data.

*Richmond School District
Johnson Controls*

● **Utility Bill Strategies to Reduce District Costs**

School districts constantly strive to eliminate unnecessary expenses, and energy is one of the few costs that can decrease without harming education. Join Focus on Energy, Wisconsin's statewide energy efficiency and renewable resources program, to learn how analyzing your utility bill can help identify energy-saving operational changes. Discover energy efficiency strategies other districts are implementing to reduce costs in their facilities.

Focus on Energy

ONSITE REGISTRATION

When arriving at the Wisconsin Center, proceed to the third floor for convention registration. Registration will be open on Tuesday, Jan. 17, 11 a.m.–6 p.m. and re-opens on Wednesday at 7 a.m. To save time, one person may pick up all of the badges for your district or organization.

● **What's Coming Down the Pipe in Testing School Water for Lead**

A significant hurdle in testing school drinking water for lead is a lack of requirements and funding, though several agencies are trying to change that. Schools need to be prepared for what's coming down the pipe in response to this ongoing health issue. Since CESA 10 began testing water for lead, more than 75% of the schools tested had concentrations above EPA action levels. In this presentation, attendees will learn how to test water for lead, deal with elevated results, implement remediation efforts and evaluate their efficacy.

CESA 10

HUMAN RESOURCES

● **A Framework for Preventing and Responding to Bullying**

The Wisconsin Department of Public Instruction has partnered with the University of Missouri to create a comprehensive toolkit for bullying prevention and intervention. Learn about the toolkit to be launched in the fall of 2023 and the process for scaling its use through the support of the statewide CESA network. This introduction will include evidence-based practices for your system, reporting, investigation, family resources and supports for implementation.

*Department of Public Instruction
CESA 4/Wisconsin Safe and Healthy Schools Center*

● **Attract and Retain Employees With Financial Wellness**

A financially secure employee is less stressed and more productive than

their financially insecure colleagues. Financial education can enhance the lives of your staff, fostering a more secure workforce and benefiting your district's bottom line. Join us and learn how to empower your employees with financial knowledge and security. Our panel of experts will discuss the best ways to engage your employees and help them attain financial success. You will also learn how to use your financial wellness program to attract and retain talented employees.

WEA Member Benefits

● **Confidentiality and Privacy in the Business Office**

School business office personnel create, work with, distribute and store information about individuals in the process of completing many duties on a daily basis. Using some real-life situations, this workshop looks at these functions and discusses the responsibilities and practical sense of maintaining confidentiality and privacy of individual information. The workshop touches on HIPAA, FERPA, McKinney-Vento Act, best practices and policies for other data.

Key Benefit Concepts

● **Develop a Wellness Strategy That Works**

Sun Prairie Area School District is one of only nine organizations in the United States to achieve platinum wellness status. Hear the story of how developing a wellness strategy that built engagement with staff and providers improved Sun Prairie Area School District's population health.

USI Insurance

● **Grow Your Own Teachers by Inspiring Your Students**

This session will provide available

IMPORTANT REMINDER

The state's Open Meetings Law and Code of Ethics apply to school board member and administrator attendance at the State Education Convention.

A Legal Comment with details is linked on the convention website (under "Home" on the navigation bar).

resources and insight on how to implement a "Grow Your Own" model in your community. With 51% of Educators Rising members being students of color and 400% more likely to stay with their educational aspirations, shouldn't your community have an Educators Rising Program to ensure that you can grow your own teachers?

Educators Rising

● **Implementing Compensation Systems That Are Focused, Equitable, Flexible and Legally Compliant**

Now, more than ever, school districts are tasked with finding ways to "do more with less," an impossible ask. Changing the way you think about compensation for your staff can be beneficial and fair for employees, as well as a means for ensuring an equitable, budget-workable solution for employers. In this session, the presenters will discuss how to restructure and realign compensation systems to be legally compliant and beneficial for every stakeholder in the district.

Attolles Law, s.c.

● **Pay Your Staff, not Your Insurance Company**

Learn how several smaller districts have controlled and reduced their healthcare spending. Look forward to reinvesting those dollars directly toward compensation and additional staff benefits.

USI Insurance

● **The Power of New Teacher Mentors**

A highly trained mentor can make a critical difference for new teachers, but not every mentor training program is effective. Leaders, mentors and mentees involved with the New Teacher Center mentor program will share how it has impacted educator retention, teacher efficacy, student achievement and instructional practice. Attendees will leave knowing how to get started in their district.

School District of Belleville

Whitefish Bay School District

Janesville School District

Berlin Area School District

CESA 2

LEADERSHIP

● **A District's Journey to Instructional Coherence**

The Sun Prairie Area School District has undergone significant transition over the past decade, with rapid growth in the student population and



increased diversification with respect to race and socioeconomic status. Session participants will learn about Sun Prairie's systematic approach to continuous improvement for teaching and learning through the development of an instructional framework and adult practice profiles. Attendees will learn about the challenges and benefits that have arisen throughout the journey.

Sun Prairie Area School District

● **All Hands on Deck: Winning Operational Referendums**

How a district communicates before, during and after an operating referendum is critical to a successful outcome. The session will discuss key takeaways that helped the Trevor-Wilmot Consolidated School District win its operational referendum on the second try and examine what changed between the first and second attempt. See how everyone — business managers, board members, superintendents and other leaders — is part of the solution.

Trevor-Wilmot Consolidated Grade School District

DD Communication Services, LLC

● **Better Norms for Better Boards**

Board norms are team agreements on how to operate, make decisions and work together. In this presentation, two questions about team norms will be addressed: “How do we move ourselves beyond team-work-as-usual to create extraordinary results?” and “What commitments will we make to each other to create a breakthrough in our relationships and our results?” Participants will get hands-on experience in how to develop team norms so they can use this process when working with their own boards and monitoring leadership performance in their districts.

Wisconsin Association of School Boards

● **Creating a World-Class Collaborative System in a Rural Setting**

The school districts of Arcadia, Blair-



Taylor, Independence and Whitehall created a four-school district cooperative to enhance educational opportunities, improve financial stability and serve the region's overall employment need. Session attendees will learn about creating the mission, vision and core values; creating a joint powers agreement; growing business partnerships; developing youth apprenticeship opportunities; developing career pathways and dual credit classes; developing a career-tech educational center; and more.

Arcadia, Blair-Taylor, Independence, and Whitehall School Districts

● **Developing an Outward Mindset**

This workshop will introduce the Arbinger Institute's work, which reveals two distinct mindsets from which people and organizations operate — a self-focused inward mindset and an others-inclusive outward mindset. The way an individual sees and regards people determines their impact and influence. Participants will learn how to turn their mindsets outward.

CESA 8

● **Elevating Achievement for All Through a Focus on Excellence and Equity**

School districts face mounting resistance to equitable delivery of programs and services as well as other opportunities for student growth. This workshop will share how to frame work with a simultaneous, dual focus on excellence and equity for all children. Specific ideas for this focus will be shared. The WASB's longstanding commitment to ensuring success for all children remains true today. Finally, the presenters will discuss the role of the school board and superintendent in carrying out this critically important work.

Wisconsin Association of School Boards

● **Growing a School-Based Mental Health Framework**

Like many districts across the nation, the School District of La Crosse is experiencing the long-lasting impact of COVID on student mental health. This workshop showcases how the district took new and existing supports and programs and grew them into a Whole Child Framework to address the broad



range of mental health needs experienced by students and families.

La Crosse Area School District

● **Higher Performance Leadership: Become. Build. Lead.**

Are you a Pioneer, a Connector, a Guardian, a Creative or a Nurturer? The 5 Voices is designed to help every individual discover their leadership voice and be empowered to use it effectively. Join this session to learn how your team and organization can be transformed when everyone operates securely in their own voice and learns to value the voices of others.

CESA 7

School District of Hilbert

● **Lead for Change by Engaging in Legislative Advocacy**

In 2020, the Franklin Board of Education set of a goal of becoming more involved in legislative advocacy. Since then, it formulated a plan to do just that, starting with working with local lawmakers to enact 2021 Wisconsin Act 212, which changed how a school district's improvement is measured for

the school and school district accountability report. During the journey toward Act 212, they found that legislative advocacy was rewarding and have found different ways to interact with both local and state officeholders.

Franklin School District

● **Leading Through Community Conflict With Shared Vision**

Has your community struggled with conflict due to COVID or political issues? Learn how the School District of Lodi worked through the pandemic and other controversial issues by engaging the community in a strategic planning process. The district moved forward by focusing on the community's priorities, not just the loudest voices. Session attendees will leave with a better understanding of how to move past the rhetoric and focus on the community's true educational priorities.

Lodi School District

● **Let Go to Reach Your Potential**

Leaders work hard to develop high-functioning and efficient depart-

ments. What too often happens is the leader places the load squarely on their shoulders only to burn out and miss the potential of their staff. Session attendees will hear one leader's journey toward excellence, and how letting go actually helped them reach higher expectations while reducing stress and burnout.

New Berlin School District

● **Next Level Strategic Planning: The Power of the 100-Day Plan**

A district's mission is its promise to students, and 100-day planning can help districts put truth to the pledge that "all means all." Take your strategic planning to the next level by identifying key value drivers and creating a roadmap to make improvements in those areas. The commitment to the work in 100-day increments will outline the specific steps schools can take to achieve desired outcomes, ensure fidelity to continuous improvement principles and lead to measurable gains in achievement for all students.

CESA 7

● Onboarding New School Board Members

New board members may bring a wealth of experiences, ideas and passion to the leadership team. But misconceptions may abound regarding how a school board functions. A well-defined onboarding plan will provide new members with the knowledge, training and support they need to be successful members of the leadership team. Participants will understand how a comprehensive onboarding process differs from an orientation, learn about team-building strategies, and determine best practices to improve their current process for welcoming and integrating new members to their leadership team.

Wisconsin Association of School Boards

● Promoting Authentic Collaboration Among Teachers

Hartford Area School District has used the Department of Public Instruction's Peer Review and Mentoring Grant to provide a program that has developed a strong collaborative foundation to grow teacher leadership capacity. Hear an overview of the variety of professional learning experiences created for our teams of educators and join us for a deep dive as we discuss our Peer Visit Teams, virtual seminars and book studies. Learn how they created opportunities for our teachers to work together through a process that includes classroom observations, and interactions with meaningful dialogue and opportunities to share and celebrate resources.

Hartford Area School District

● Putting Reading Research Into Practice

The School District of New Berlin teaching and learning directors and instructional coaches will outline how they lead multiple teams in the same direction: better practices in reading founded on research while conducting a deep data dive and

focus groups to inform district leadership of the current reality. This session will detail the district's journey, share change management strategies, provide evidence, outline what data has been used and review what will be used to measure success.

New Berlin School District

● Restorative Practices: The Key Actions of School Leaders for Effective Implementation

This presentation is intended to provide school district leaders with detailed information regarding the rationale for why change from traditional punitive discipline is needed; the definition of restorative practices; how restorative practices connect to district equity work; how restorative practices can be an alternative to exclusionary discipline; and a summary of findings from a systematic research review that outlines key actions of school principals to ensure effective implementation of restorative practices.

School District of Superior

● Strategic Planning Demystified

Why are board members or superintendents often apprehensive about starting a strategic planning process? Strategic planning is just another name for bringing people together to examine the district's data and make a plan to get where the group believes the district should be. This workshop will help participants know how to start this process and provide information about the key steps needed to be successful with this critically important planning work.

Wisconsin Association of School Boards

● Successfully Navigate Book Challenges Using Policy and Procedure

The number of attempted bans of school library books continues to rise at unprecedented levels using tactics not seen before. This session explores what administrators and board members need to know about school library policies and procedures, the importance of following them and how indiscriminately eliminating materials is harmful. Administrators who have experienced challenges will give attendees proactive strategies for navigating challenges aimed at school library materials.

*Department of Public Instruction
West De Pere School District
Little Chute School District*

● The Importance of Intercultural Competence

When it comes to building intercultural competence in educational systems, it is important to meet each individual where they are and personalize a plan for growth. Learn how districts can use the Intercultural Development Inventory to gain an accurate and realistic picture of their worldview on a continuum of development.

CESA 6

● The Superintendent Search Process: New Considerations When Hiring a Superintendent

The most important decision a school board can make is hiring their next superintendent. Mistakes made by hiring the wrong person can cost a school district thousands of dollars and months of precious

MOBILITY SOLUTIONS

Electric scooters are available for rental from On the Go Mobility.

Contact them at 414-228-7100 or mail@onthegomobility.com before you arrive in Milwaukee to make arrangements. On the Go Mobility will bring a scooter to most hotels or the convention center for you.

IMPORTANT: The convention center does not have scooters available on site. You must call ahead before Jan. 1.

**VISIT THE
2023 CONVENTION WEBSITE**

The convention preview information published in this special issue of the Wisconsin School News is subject to change.

Visit [WASB.org/convention](https://www.wasb.org/convention) for the detailed convention schedule and the latest updates and announcements. A complete printed convention guide will be provided at registration in Milwaukee.

leadership time. This session will walk board members through the search process, including deciding whether hiring a search consultant is best for the district, the multiple decisions the board will make while ensuring the best possible selection, and considerations from a candidate's perspective that boards face when hiring the new superintendent.

Wisconsin Association of School Boards

● The Value and Impact of Character Education in Schools

Studies show a school climate focused on character development and social and emotional skills produces positive results in student behavior, academic performance and attendance. Moreover, preparing students for the future means more than academic success. Emphasis is moving toward skills like perseverance, grit, empathy, service to others, conflict resolution, critical thinking, problem solving, and a strong work ethic. In this session, participants will learn the fundamental keys of effective character education and the positive impact character education is having on the culture and climate in our school districts.

Pewaukee School District

● The WASB Superintendent Evaluation Framework: A Unique Process for Continuous Improvement

Just as there exists an expectation that your staff will continue to grow in their roles in service of children, the WASB Superintendent Evaluation

Framework recognizes the need for continuous growth of the superintendent. The framework is unique in that it has a separate process for evaluation of first-year superintendents, whose main focus is a successful transition in their first year. For superintendents beyond the first year or transitioning from another district, the framework utilizes a more standards-based process. Participants will receive an overview of the process and hear from practitioners in the field about how the framework has been implemented in their district.

Wisconsin Association of School Boards

● Understanding the Board Role in Charter School Authorization

Each school board in the state of Wisconsin can authorize a charter school under state law. But what does that entail for districts that choose to embark upon this journey? Attendees will learn about the various processes and procedures being put into place in the Howard-Suamico School District to evaluate applications, oversee school performance and, ultimately, make decisions regarding the renewal or revocation of the contract.

Howard-Suamico School District

● What's in a Name? Selecting a New School Name with Civility, Governance and Representation

School names represent an opportunity to share history and express values in ways that impact genera-

tions of students. The Oshkosh Area School District School Board and superintendent relied on the Oshkosh Civility Project, governance protocols and a guiding principle of "Students First" to navigate through the naming of their new school, Vel Phillips Middle School.

Oshkosh School District

● When a Thing Happens: Leading for Equity in Complex Systems

Presenters will describe the journey one district administrator took in leading efforts in one school district around diversity, equity and inclusion, using the "See, Engage, Act" framework. They will share the coaching, systems and structures used to create a space in which different discussions can occur.

*Stoughton School District
CenterForward LLC*

● Who Is Responsible for Ensuring Leadership Development and Sustainability?

School leaders are reporting that their district does not have effective strategies for retaining and supporting them. Who is responsible for ensuring leadership support is in place? This session is designed to discuss the importance of having systems in place to support educational leaders by celebrating successes, addressing challenges and promoting new ways of thinking.

WI Resource Center for Charter Schools/CESA 9

SPECIAL SCHOOL FINANCE SESSION

● Referendum Workshop: Unlocking Secrets to Success

This interactive workshop will provide school districts an opportunity to review referendum basics and hear about unique challenges that other districts have faced during the referendum process. The objective is to help attendees identify district-specific challenges and collabo-

rate with others to develop solid referendum strategies well before election day.

Baird Public Finance

Wrightstown, Wisconsin Heights and Grantsburg school districts

Quarles & Brady, LLC

School Perceptions

Eppstein Uhen Architects

SCHOOL FINANCE

● Budgeting Without Borrowing: Strategic, Sustainable Planning

Ten years ago, the School District of Elmbrook extended the annual budget process to include a 10-year planning horizon that would reflect major capital expenditures such as HVAC, roofing, hardscape and athletic facilities. Presenters will describe an annual restructuring/reallocation process, as well as a formula that constrains salary and benefit increases to revenue increases.

School District of Elmbrook

● New Studies Show How School Funding Impacts Students and Districts

Two new studies examined the impact of funding variations in districts across the state. The Wisconsin Association for Equity in Funding examined how funding levels impact achievement, graduation rates, open enrollment, referendum passage and more. This presentation will be eye-opening for district leaders from across the state, who can learn more about funding disparities and their impact on critical student and district outcomes.

Neillsville School District

Wisconsin Association for Equity in Funding

● Preparing for Operational (Revenue Limit) Referendums

Operational referendums have become a critical part of many school districts' budget planning process. This session will focus on

how districts can determine future operation funding needs, understand the types of referendum questions and take steps to prepare for an operational referendum.

Baird Public Finance

● School Capital Funding Considerations in a Changing Financial Market

In the past 10 years, Wisconsin voters have approved 48 capital funding questions at referendum, totaling over \$11 billion. This capital funding need coincided with unprecedented volatility in interest rates. As a result, school leaders are faced with historically unique challenges as they enter the municipal bond market to fund these new projects. This session will discuss the impact of federal policy intervention on interest rates, and strategies that can position school districts to reduce financing costs.

Baird Public Finance

● The School Business Office: Simple Stories About Complex Topics

The mill rate is going up, but my tax bill went down? Health insurance rates changed, but our employees

didn't know. This session will focus on the complex topics that school business offices handle, and how to communicate them in a simple way. The presenters will share some of their favorite stories about school finance topics that will help attendees more easily understand how the business office works.

CESA 5

● The School District Budget Cycle

The school district budget translates the district's strategic initiatives into programs and services that support student learning. Referencing the WASB/WASBO Budget Cycle Handbook (available in the convention bookstore), this presentation will discuss revenue sources and limits, budget plans and development, reconciliation and approval, budget management and reporting. Board members in attendance will have an opportunity to share their best practices.

Wisconsin Association of School Boards

Wisconsin Association of School Business Officials



● **Access to Public Records & Personnel Files**

This session will cover the basics of Wisconsin’s public records law, with a special emphasis on responding to requests for information contained in employee personnel files, including records that are being maintained in response to an investigation into alleged employee misconduct. Questions from attendees are welcome. Time permitting, this session will briefly cover the basics of Wisconsin’s records retention law.

Wisconsin Association of School Boards

● **Board Members’ Roles and Duties in Expulsion Proceedings**

Schools across Wisconsin have seen a significant increase in the number of expulsions over the past two years and the issues giving rise to expulsions have become increasingly complex and varied. Board members, and especially newer board members, often struggle with their somewhat conflicting roles

of trying to make sure every individual student gets an education, with their duty to make sure there is a safe school environment for all students. By gaining a better understanding of the law and procedures governing expulsions, board members will be better equipped to handle these issues.

Boardman & Clark

● **Developing a Local Curriculum in the Current Cultural Climate**

While the Department of Public Instruction sets standards, the local school board ultimately determines the course of study best suited for that local community. At the same time, cultural debates such as equity, inclusion and gender identity impact those local decisions. This program will discuss the current status of law so as to assist school boards in making legal decisions best suited for that local community.

New London School District

Greenfield School District

von Briesen & Roper, s.c.

● **New Developments in School Law**

WASB staff counsel will review significant developments in school law over the last year — covering new laws, administrative rules and important court decisions. They will cover matters related to the pandemic, civil rights, constitutional law and more.

Wisconsin Association of School Boards

● **Public Participation and School Board Meetings**

Effectively managing public comment time during school board meetings can present a difficult balancing act for school boards. While providing regular opportunities for community members to offer input is important, school boards also need to carefully manage meeting time, encourage constructive discourse and maintain control if speakers become aggressive. This session will identify the relevant legal and policy considerations school boards can use

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To learn more, contact our School News advertising representative, tmccarthy@wasb.org.

COMING UP IN WISCONSIN SCHOOL NEWS:

- ▶ **December 2022:** Special partnerships between districts and their business partners
- ▶ **January 2023:** Wisconsin’s Teachers of the Year; how to be an effective advocate



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to guide decisions during meetings or refine their current approach to public participation.

Wisconsin Association of School Boards

● **Respecting the Chain of Command and Developing Effective Boardmanship**

When lines of authority are blurred in school districts, administrators and board members can find themselves in difficult positions. This panel discussion will cover the various roles of the school board, the superintendent and other employees including best practices for respecting the chain of command while addressing concerns of all.

*Waupaca School District
Omro School District
von Briesen & Roper, s.c.*

● **School Board Responsibilities for Career Readiness**

In this session, participants will learn exactly what school boards and districts are legally responsible for through the Education for Employment legislation, which includes a mandate for academic and career planning. In addition, participants will learn about funding, resources, strategies and tools available to help districts make sure students are graduating ready for their future.

Wisconsin Department of Public Instruction

● **Staff-Student Boundaries: A Collective Commitment to Enhancing a Culture of Safety**

All school districts have a tremendous interest in ensuring that employees maintain appropriate professional boundaries when they communicate and otherwise interact with students. In this session, presenters will discuss key considerations related to policy work in this area. In addition, leadership representatives from the Whitefish Bay School District will share their district's proactive approach to policy development and their ongoing efforts

to ensure that employees' interactions with students are safe, appropriate and grounded in the staff member's district-authorized role.

Wisconsin Association of School Boards

Whitefish Bay School District

● **Time to Take Compliance off the Back Burner**

Many groups were forced to shift their focus to new challenges during the pandemic. During that time, new compliance considerations arose, but many existing concerns haven't gone away. This session will provide attendees with a refresher on what's new, what has changed and what still needs attention.

Associated Benefits and Risk Consulting

● **Title IX and Transgender Students**

Discrimination on the basis of sex is prohibited by state and federal law. These laws, including changes to federal Title IX statutes, affect school board policy in complex ways. In this session, presenters will provide an overview of relevant laws and discuss recent and proposed changes to Title IX. The presenters will provide straightforward guidance on challenging legal compliance issues such as student records, preferred names and pronouns, use of bathrooms and locker rooms, parental notification issues and participation in extracurricular activities.

Boardman & Clark

Wisconsin Association of School Boards

● **WASB Legislative Update**

Learn about the upcoming two-year state budget and legislation affecting public K-12 schools that may be enacted in the upcoming legislative session. Receive tips on how to respond effectively as advocates for your district, schools and schoolchildren.

Wisconsin Association of School Boards

RURAL FOCUS

We've heard members are looking for convention sessions with topics of interest to rural school districts.

This list of convention breakout sessions includes at least one presenter from a rural district, as defined in a classification system developed by the National Center of Education Statistics. The following sessions are a partial list of those that have at least one presenter from a district classified by the center as a "rural" district, which is defined as being at least five miles from a small urbanized area.

Facility Planning for New District Administrators: Working With Your Board and Staff to Fund Priorities
Bangor School District

Higher Performance Leadership: Become. Build. Lead.
Hilbert School District

How Satisfaction Correlates With Referendum Outcomes
Oakfield School District

Implementation of Multi-Tiered Systems of Support in a Rural Middle School
Freedom School District

Leadership for the Science of Reading: Similar Themes from Two Different Districts
New Studies Show How School Funding Impacts Students and Districts
Neillsville School District

Physical Education + Healthy Eating = Academic Success
*WI Health & Physical Education,
Erin School District*

Redesigning Education to Create a World-Class Collaborative System in a Rural Setting
Arcadia, Blair-Taylor, Independence and Whitehall school districts

Social Media as a Storytelling Tool — What Works in 2023
Ladysmith School District

Who You Gonna Call: Knowing Your Role in a Crisis
*Mineral Point Unified School District
(and others)*

The Power of New Teacher Mentors
*School District of Belleville,
Berlin Area School District (and others)*

CELEBRATING THE ARTS

Talented student music groups and the work of student artists from around the state will proudly be on display at the State Education Convention.

STUDENT MUSIC PERFORMANCES

Student music groups presented in partnership with the Wisconsin School Music Association and the WASBO Foundation.



WEDNESDAY | Jan. 18
General Session
 Vel Phillips Memorial High School
 Wind Ensemble of the Madison
 Metropolitan School District

THURSDAY | Jan. 19
General Session
 New Berlin
 Chamber Orchestra

FRIDAY | Jan. 20
General Session
 Oshkosh North
 High School Chorale



STUDENT ART CONTEST



In partnership with the Wisconsin Art Education Association, the WASB holds an **annual art contest** showcasing the work of Wisconsin student artists. **Award-winning pieces from this year's contest will be displayed at the 2023 State Education Convention.**



STUDENT CONVENTION VIDEO TEAM



The WASB is seeking a team of students to capture the convention experience on camera. The WASB is taking applications from interested student teams. One team will be selected to attend at least one day of the convention and produce a short video highlighting some of the activities, speakers and events that will make up the 2023 State Education Convention.

For more information, email info@wasb.org.
 Apply by Nov. 30.

EXHIBIT HALL

CREATIVE SOLUTIONS, INNOVATIVE PRODUCTS AND MUCH MORE

The Exhibit Hall at the Wisconsin State Education Convention features hundreds of businesses and organizations focused on providing products, services and support to public schools. Attendees are encouraged to visit the Exhibit Hall, interact with experienced school partners and learn about innovative, new products and services available to schools.

Look for these Exhibit Hall attractions:

● School Fair: Interactive Exhibits

The School Fair in the Exhibit Hall features interactive exhibits by school leaders, teachers and students from around the state:

CTE: Making an Impact Through Collision Repair

Visit this showcase of student work examples and program highlights and learn techniques that can be used to implement these best practices into existing automotive or shop classes.

Freedom Area School District

Student-Led Businesses

Students at this district pitch businesses to a director team that chooses to fund or not fund the proposal. Learn about this process and the products created by student-led businesses.

West Milwaukee School District

Building Your Students' Toolbox

The FIRST Robotics Programs, used at all levels of education, integrates with robotics and industry-recognized certifications at the club and school level. Watch how one district combines components of career and technical education with extracurriculars such as the Future Business Leaders of America.

Oak Creek Franklin Joint School District

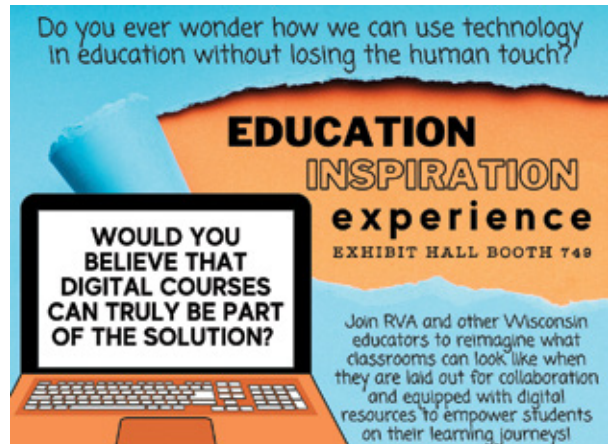
Bridging the Gap for the Referee Shortage

In an effort to help combat the referee shortage, Waterford Union High School coach Ashley Ingish created a course called Sports Officiating and Coaching. Learn about how this course is allowing students to try and experience a variety of sports or even prepare them for a life-long career.

Waterford Union High School

● WASB Commons

The WASB encourages members to stop by the WASB Commons and learn about the numerous services and products designed to help you lead your school district.



● Special Exhibit: Classroom of the Future (Booth 749)

This special interactive booth provides Wisconsin school board members and administrators with a vision of what K-12 education could or should look like.

Presented by a partnership including Rural Virtual Academy Charter School

● Solar Schools Pavilion

Visit the Solar Schools Pavilion once again and meet community partners and providers who can help your district develop a roadmap to clean energy.

● Mutual of Omaha's Wild Kingdom

"Mutual of Omaha's Wild Kingdom" host Peter Gros will return to the convention and bring a cadre of unforgettable animal friends.



DEDICATED EXHIBIT HALL TIMES

There is always a lot to do and see at the State Education Convention. We encourage you to visit the Exhibit Hall and use the services and activities described above and visit with our many vendors who help support the State Education Convention. The following times are designated breaks so attendees can visit the Exhibit Hall.

WEDNESDAY, JAN. 18: 9-10 a.m. | 12-1:30 p.m. | 2:30-3:30 p.m.

THURSDAY, JAN. 19: 9:45-10:45 a.m. | 11:15 a.m.-1:45 p.m.

2023 CONVENTION SCHEDULE

All events take place at the Wisconsin Center unless otherwise noted.

WI Center 1st Floor: General Sessions, WASB Delegate Assembly, Breakout Sessions and Coat Check

WI Center 2nd Floor: Breakout Sessions, Art Exhibit and Skywalk to Hilton

WI Center 3rd Floor: Registration, Bookstore and Exhibit Hall

TUESDAY | JANUARY 17

- 11 a.m. - 6 p.m. **REGISTRATION**
- 1 - 5 p.m. **CONVENTION BOOKSTORE**
- 1:30 - 5 p.m. **PRE-CONVENTION WORKSHOPS**
- 7 - 8 p.m. **PRE-DELEGATE ASSEMBLY DISCUSSION**
Hilton Milwaukee City Center

WEDNESDAY | JANUARY 18

- 7 a.m. - 5 p.m. **REGISTRATION**
- 8 - 9 a.m. **BREAKOUT SESSIONS**
Including CONVENTION/DELEGATE ORIENTATION
- 8 a.m. - 5 p.m. **BOOKSTORE**
- 9 - 10 a.m. **DEDICATED EXHIBIT HALL TIME**
- 9 a.m. - 4:30 p.m. **EXHIBIT HALL**
- 10 a.m. - Noon **GENERAL SESSION**
AWARD PRESENTATIONS Educators and administrators of the year; Wisconsin Student Art Award
- Noon - 1:30 p.m. **LUNCH; DEDICATED EXHIBIT HALL TIME**
- 1:30 p.m. **DELEGATE ASSEMBLY**
- 1:30 - 2:30 p.m. **BREAKOUT SESSIONS**
- 2:30 - 3:30 p.m. **DEDICATED EXHIBIT HALL TIME**
- 3:30 - 4:30 p.m. **BREAKOUT SESSIONS**

THURSDAY | JANUARY 19

- 7 - 8:30 a.m. **WASB BREAKFAST**
Hilton Milwaukee City Center
- 8 a.m. - 3 p.m. **REGISTRATION; BOOKSTORE**
- 8:45 - 9:45 a.m. **BREAKOUT SESSIONS**
- 9 a.m. - 11:45 a.m. **EDUCATION TOUR** (*times subject to change*)
- 9 a.m. - 2 p.m. **EXHIBIT HALL**
- 9:45 - 10:45 a.m. **DEDICATED EXHIBIT HALL TIME**
- 10:45 - 11:45 a.m. **BREAKOUT SESSIONS**
- 11:15 a.m. - 1:45 p.m. **LUNCH; DEDICATED EXHIBIT HALL TIME**
- Noon - 1:15 p.m. **WASDA and WASBO LUNCHEON**
Hilton Milwaukee City Center
- 1:45 - 2:45 p.m. **BREAKOUT SESSIONS**
- 3 - 5 p.m. **GENERAL SESSION**
SCHOOL BOARD SERVICE AWARDS

FRIDAY | JANUARY 20

- 8 - 9 a.m. **BREAKOUT SESSIONS**
- 9:15 - 10:15 a.m. **BREAKOUT SESSIONS**
- 10:30 a.m. - 12 p.m. **GENERAL SESSION**

CONVENTION HOTELS

The following hotels located near the Wisconsin Center offer special convention rates to attendees and exhibitors. Visit the convention website at WASB.org/convention for details about reservation blocks — including pricing requirements, reference codes and direct links.

Aloft Milwaukee*

877-462-5638

aloftmilwaikedowntown.com

Courtyard Marriott Milwaukee Downtown*

800-321-2211, marriott.com

DoubleTree by Hilton Milwaukee Downtown*

414-273-2950, doubletree.hilton.com

Hampton Inn and Suites*

800-426-7866, hilton.com/en/hampton

Hilton Milwaukee City Center

414-935-5940, hilton.com

Hyatt Regency Milwaukee

888-421-1442, milwaukee.hyatt.com

(Important note: The skywalk between the Hyatt Regency and the Wisconsin Center will NOT be available due to construction for the expansion of the Wisconsin Center.)

Saint Kate Arts Hotel

414-488-0540, saintkatearts.com

(formerly the InterContinental)

SpringHill Suites Milwaukee Downtown

877-688-4615, marriott.com

*Complimentary shuttle service provided by Lamers Bus Lines will run between the Wisconsin Center and these convention hotels on Wednesday, Jan. 18 and Thursday, Jan. 19.

The WASB provides housing blocks as a courtesy to attendees to provide lower, negotiated room rates. If possible, please cancel unneeded room reservations before the block cut-off deadlines to give other districts an opportunity to take advantage of the lower rates.

REGISTRATION FORM



CONVENTION 2023

Wisconsin State Education Convention

January 18-20, 2023 • Wisconsin Center • Milwaukee, WI

REGISTER ONLINE! WASB.org/convention

Use this registration form to help your convention attendees select their meals and events. Then use this information to register online at WASB.org/convention.

FULL NAME _____

SCHOOL DISTRICT _____

FIRST NAME FOR BADGE _____

ADDRESS _____

Your Title for Badge PLEASE CHECK ONLY ONE

- Administrator Business Official Teacher
 Administrative Asst. CESA Administrator Other: _____
 Board Member Principal
 Buildings/Grounds Superintendent

CITY / STATE / ZIP _____

TELEPHONE _____

EMAIL ADDRESS _____

Dietary Restrictions (if selecting a meal)

- Please specify restrictions: _____
 Requested for (name): _____

To opt out of convention-related emails from exhibitors, check here:

(NOTE: This opt out does not apply to post-convention emails resulting from an attendee allowing an exhibitor to scan his/her badge on site.)

Other Considerations

If you have a disability or other need that requires special provisions or services, please check this box and explain below.

- Yes, I would like assistance for (please explain): _____

Complimentary Spouse Registration

Spouse registration is complimentary, but meals and special events must be purchased separately.

- Yes, please register my spouse

SPOUSE'S NAME _____

SEND COMPLETED FORM TO:

ATTN: Convention Registration
 Wisconsin Association of School Boards
 122 W. Washington Ave., Suite 400
 Madison, WI 53703
info@wasb.org | fax 608-257-8386

REGISTRATION DEADLINES

EARLY BIRD – Dec. 15, 2022
 STANDARD – Jan. 6, 2023
 Meal Reservation Deadline – Jan. 6, 2023

CANCELLATIONS

No refunds will be given unless cancellation is received by 5 p.m. Jan. 6, 2023

REGISTRATION

PEOPLE TOTAL

EARLY BIRD Registration <i>WITH FULL PAYMENT ONLY</i> Must be received BY Dec. 15, 2022	_____	×	\$260	= \$	_____
STANDARD Registration Payments received AFTER Dec. 15, 2022	_____	×	\$295	= \$	_____
VIRTUAL ATTENDEE Add-On (Access to recorded sessions added to standard registration)	_____	×	\$60	= \$	_____
VIRTUAL ATTENDEE Only (Access to recorded sessions only)	_____	×	\$100	= \$	_____

MEAL FUNCTIONS

<input type="checkbox"/> WASB BREAKFAST 7 a.m. Thursday, Jan. 19	_____	×	\$40	= \$	_____
<input type="checkbox"/> WASDA LUNCHEON Noon, Thursday, Jan. 19	_____	×	\$44	= \$	_____
<input type="checkbox"/> WASBO LUNCHEON Noon, Thursday, Jan. 19	_____	×	\$44	= \$	_____

REGISTRATION, SPECIAL EVENTS, MEALS... **GRAND TOTAL \$** _____

SPECIAL EVENTS

PRE-CONVENTION WORKSHOPS, **TUESDAY, Jan. 17**

- WORKSHOP:** Coordinating Crisis Response in the National Incident Management System _____ × \$85 = \$ _____
 WORKSHOP: A Governance Mindset: School Boards and Superintendents Working Together _____ × \$85 = \$ _____
 WORKSHOP: Inclusive School Board Leadership _____ × \$85 = \$ _____
 WORKSHOP: School Finance Puzzle _____ × \$85 = \$ _____

EDUCATION TOUR, Thursday, Jan. 20

- EDUCATION TOUR:** Vincent High School of Agricultural Sciences _____ × \$5 = \$ _____

METHOD OF PAYMENT

- CHECK FOR \$** _____ enclosed, payable to the WASB.
 BILL THE DISTRICT using PO # _____

CREDIT CARD: MASTERCARD VISA DISCOVER AM EX

CREDIT CARD NUMBER _____ EXP. DATE _____

NAME ON CARD _____ VERIFICATION CODE _____

73 SIGNATURE _____ DATE _____

WASB OFFICE USE ONLY Date Rec'd _____ P.O. # _____ Check # _____ Amount \$ _____



2023 EXHIBITORS by Product Categories

NOTE: This is a complete listing of exhibitors as of press time. Visit WASB.org/convention for an updated list or reference the 2023 State Education Convention Guide or app. ♦ WASB Service Associate ★ 2023 Convention Sponsor

Administrative Software and Integration Tools

- BoardDocs
- CESA 7
- ★ Frontline Education
- Infinite Campus
- jmc
- rSchoolToday
- ♦ Skyward, Inc.
- WISEdash Local

Associations, Non-Profits and Government Agencies

- Board of Commissioners of Public Lands
- CESA 5
- CESA 6
- Focus on Energy
- Literacy Task Force of Wisconsin
- WEA Academy
- Wisconsin Association for Equity in Funding
- Wisconsin Association of School Boards (Commons)

- Wisconsin Association of School Business Officials
- Wisconsin Association of School District Administrators
- Wisconsin Interscholastic Athletics Association
- Wisconsin Resource Center for Charter Schools (CESA 9)
- Wisconsin Rural Schools Alliance
- Wisconsin School Public Relations Association

Athletics: Equipment, Seating and Surfacing

- AstroTurf
- Balestrieri Environmental & Development, Inc.
- Baseman Floors, Inc.
- Boland Recreation, Inc.
- Carroll Seating Company
- Fisher Tracks, Inc.
- Gerber Leisure Products
- Gopher
- J W Industries, LLC
- Marshfield Book & Stationery

- Midwest Sport & Turf Systems – Synthetic Turf
- Musco Sports Lighting
- Schmitz Foam Products – ProPlay
- Southern Bleacher Company
- Summit Commercial Fitness, Inc.

Audio, Video and Multimedia Equipment and Design

- ACP CreativIT
- Lightspeed Technologies, Inc.
- Musco Sports Lighting

Awards and Recognition Programs

- Wisconsin Health and Physical Education, Inc.

Business Services

- #SocialSchool4EDU
- ★ ♦ Baird Public Finance
- Dinamico, LLC
- Dorreen Dembski Communica-

- tion Services, LLC
- ♦ Key Benefit Concepts, LLC
- MidAmerica Administrative & Retirement Solutions
- MJ Care, Inc.
- TIPS – The Interlocal Purchasing System
- ★ WEA Member Benefits

Distance and Online Learning Services

- Candor Health Education
- Lightspeed Technologies, Inc.
- Rural Virtual Academy
- WEA Academy
- Wisconsin Virtual School (CESA 9)

Educational Management and Consulting and/or Research

- #SocialSchool4EDU
- ★ ♦ Baird Public Finance
- CESA 10
- CESA 5

CESA 6

ECRA Group, Inc.

◆ EMC Insurance Companies

JMC Inc.

McPherson & Jacobson LLC

Steeping Wellness

◆ Studer Education

Wisconsin Association for
Equity in Funding

**Enrichment Programs and
Curricular Programs**

Dream Flight USA

LAB Midwest, LLC

Literacy Task Force of Wis-
consin

Palmer Hamilton

Rural Virtual Academy

Wisconsin Resource Center for
Charter Schools (CESA 9)

Wisconsin Virtual School
(CESA 9)

**Facilities: Architecture,
Design and Engineering**

ATS&R Planners/Architects/
Engineers

Ayres

◆ Bray Architects

◆ Eppstein Uhen Architects,
Inc.

FEH Design

FGM Architects Inc.

Groth Design Group, Inc.

Hellas Construction

◆ Hoffman Planning, Design &
Construction, Inc.

HSR Associates, Inc.

ISG

JSD Professional Services

LHB, Inc.

McKinstry

MSA

★ Nexus Solutions

★ ◆ Performance Services, Inc.

◆ Plunkett Raysich Architects,
LLP

Point of Beginning, Inc.

Ramlow/Stein Architecture
+ Interiors

★ Rettler Corporation

River Valley Architects

SitelogIQ

Somerville Architects
& Engineers

Southern Bleacher Company

Wendel

Wold Architects and Engineers

Zimmerman Architectural
Studios, Inc.

**Facilities: Construction,
Construction Management
and/or Consulting**

Apex Facility Solutions, SBC

Athletic Field Services, Inc.

★ ◆ C.D. Smith Construction,
Inc.

CESA 10

◆ CG Schmidt, Inc

Gilbane Building Company

Greenfire Management Ser-
vices

Hellas Construction

HES Facilities Management

◆ Hoffman Planning, Design &
Construction, Inc.

ISG

◆ J.H. Findorff & Son, Inc.

JSD Professional Services

Kraemer Brothers, LLC

Kraus-Anderson

Market & Johnson, Inc.

McKinstry

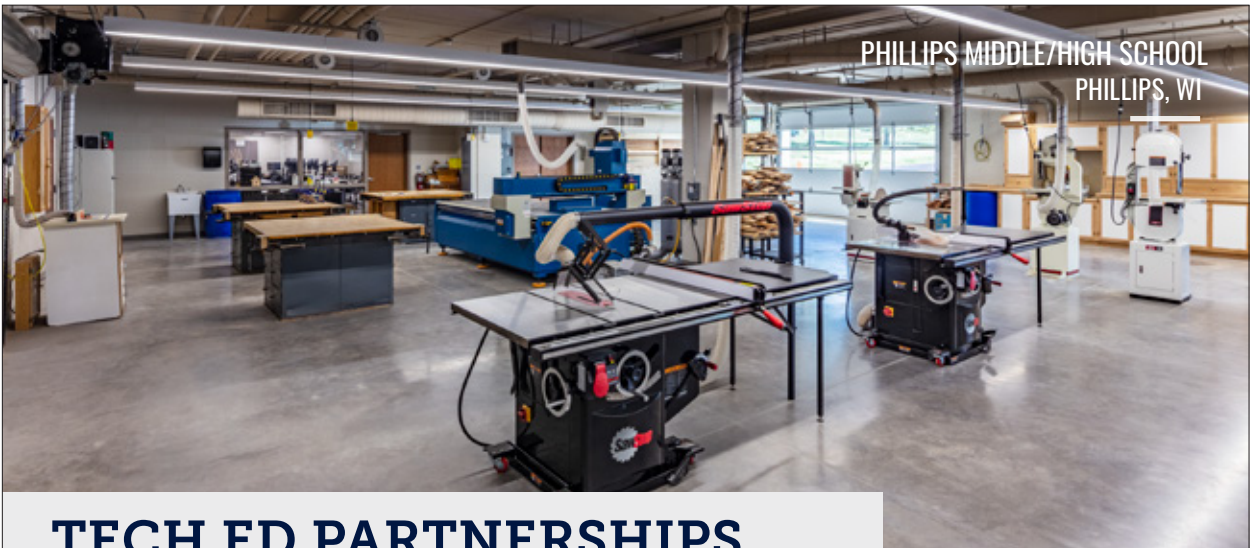
◆ Miron Construction Co., Inc.

★ Nexus Solutions

★ ◆ Performance Services,
Inc.

Point of Beginning, Inc.

★ Rettler Corporation



PHILLIPS MIDDLE/HIGH SCHOOL
PHILLIPS, WI

TECH ED PARTNERSHIPS

As part of a \$9.86 million referendum, the Phillips School District worked with area manufacturers to build the new tech ed space with the hands-on skills training students need in the local workforce. The District also maximized efficiencies by consolidating all students to one campus. This, is **Building Excellence**.

920.969.7000 | edu@miron-construction.com
VIEW OUR K-12 PROJECT EXPERIENCE AT MIRON-CONSTRUCTION.COM

An equal opportunity, affirmative action employer.



◆ Scherrer Construction Company, Inc.

Schmitz Foam Products – ProPlay

SitelogIQ

Southern Bleacher Company

Upper 90 Energy

★ ◆ VJS Construction Services, Inc.

Wendel

Facilities: Flooring and Wall Coverings

Baseman Bros. Inc.

Baseman Floors, Inc.

River Valley Architects

Stalker Sports Floors

Facilities: Furnishings and Shelving

Carroll Seating Company

Forward Space

Marshfield Book & Stationery

Palmer Hamilton

River Valley Architects

Virco Manufacturing Corp.

WB Manufacturing

Wold Architects and Engineers

Facilities: Hardware, Doors, Windows, Lab Equipment

Palmer Hamilton

Window Enhancements LLC

Facilities: Lighting

Apex Facility Solutions, SBC

Energy Performance Lighting

Forward Space

Hellas Construction

Musco Sports Lighting

Somerville Architects & Engineers

Upper 90 Energy

Facilities: Mechanical Systems and Energy Services

Apex Facility Solutions, SBC

ATS&R Planners/Architects/Engineers

CESA 10

Complete Control Inc.

Focus on Energy

ISG

McKinstry

North American Mechanical, Inc.

PBBS Equipment Corporation

★ ◆ Performance Services, Inc.

Somerville Architects & Engineers

TIPS – The Interlocal Purchasing System

Upper 90 Energy

Wendel

Window Enhancements LLC

Wold Architects and Engineers

Financial Services, Consulting and Accounting

★ ◆ Baird Public Finance

Ehlers & Associates, Inc.

★ Frontline Education

MidAmerica Administrative & Retirement Solutions

MJ Care, Inc.

★ PMA Financial Network, LLC

★ WEA Member Benefits

Wisconsin Public Finance Professionals, LLC

Food Service Management, Equipment and Products

CESA Purchasing

Chartwells School Dining Services

JMC Inc.

K12 by Elior

SFE, LLC

Taher, Inc.

Higher Education

Ayres

Concordia University Wisconsin

Information Management Services and Consulting

ACP CreativIT

CESA 6

Connecting Point

★ Frontline Education

WISEdash Local

Insurance: Health, Dental, Vision, LTD, Life and Long-term Care

Ansary & Associates, LLC

CESA 7

CM Regent Insurance Co.

◆ Community Insurance Corporation/WCA Group Health Trust

Dean Health Plan

★ Delta Dental of Wisconsin

◆ Key Benefit Concepts, LLC

◆ M3 Insurance

◆ National Insurance Services

Prevea360 Health Plan

◆ R&R Insurance Services, Inc.

★ Security Health Plan of Wisconsin, Inc.

◆ Tricor Insurance, Inc.

★ ◆ UnitedHealthcare

Insurance: Property and Casualty

Ansary & Associates, LLC

CM Regent Insurance Co.

◆ Community Insurance Corporation/WCA Group Health Trust

◆ EMC Insurance Companies

◆ M3 Insurance

◆ R&R Insurance Services, Inc.

★ WEA Member Benefits

Insurance: Third-Party Administration

MidAmerica Administrative & Retirement Solutions

◆ National Insurance Services

★ Security Health Plan of Wisconsin, Inc.

Student Assurance Services, Inc.

◆ Tricor Insurance, Inc.

★ ◆ UnitedHealthcare

Insurance: Workers Compensation

Ansary & Associates, LLC

CM Regent Insurance Co.

◆ Community Insurance Corporation/WCA Group Health Trust

◆ EMC Insurance Companies

◆ M3 Insurance

◆ R&R Insurance Services, Inc.

RAS

Janitorial Services, Cleaning Supplies and Equipment

CESA Purchasing

Chartwells School Dining Services

Dashir Management Services, Inc.

Hillyard

Legal Services

Boardman & Clark, LLP, Attorneys at Law

Davis|Kuelthau, s.c.

Quarles & Brady LLP

◆ Renning, Lewis & Lacy, s.c.

◆ von Briesen & Roper, S.C.

Wisconsin Association of School Boards (Commons)

Management, Consulting and/or Research

Critical Response Group, Inc.

Dinamico, LLC
 Dorreen Dembski Communication Services, LLC
 Hazard, Young, Attea & Associates
 McPherson & Jacobson LLC
 Neola, Inc.

Office and School Supplies and Equipment

CESA Purchasing
 First Technologies, Inc
 Marshfield Book & Stationery
 TIPS – The Interlocal Purchasing System
 Virco Manufacturing Corp.

Playground and Sporting Equipment

★ BCI Burke Company, LLC
 Boland Recreation, Inc.
 Gerber Leisure Products
 Gopher
 Schmitz Foam Products – ProPlay

Summit Commercial Fitness, Inc.

Policy Services

Boardman & Clark, LLP, Attorneys at Law
 Neola, Inc.
 ◆ Renning, Lewis & Lacy, s.c.
 Wisconsin Association of School Boards (Commons)

Professional Development

#SocialSchool4EDU
 Boardman & Clark, LLP, Attorneys at Law
 Capturing Kids' Hearts
 CESA 5
 CESA 7
 Lightspeed Technologies, Inc.
 McPherson & Jacobson LLC
 Steeping Wellness
 ◆ Studer Education
 WEA Academy
 Wisconsin Health and Physical

Education, Inc.
 Wisconsin Resource Center for Charter Schools (CESA 9)
 Wisconsin Virtual School (CESA 9)

Security and Alarm Systems Consulting and Design

ACP CreativIT
 Complete Control Inc.
 Critical Response Group, Inc.

Signs and Scoreboards

Gerber Leisure Products

Strategic Planning and Management Consulting

Ayres
 Critical Response Group, Inc.
 Dinamico, LLC
 Ehlers & Associates, Inc.
 FEH Design
 ◆ National Insurance Services
 ★ Nexus Solutions

◆ Studer Education
 Wisconsin Association of School Boards (Commons)

Survey Services

★ Rettler Corporation

Teaching Services

Candor Health Education
 Rural Virtual Academy
 Teachers On Call a Kelly Services Company
 Wisconsin Health and Physical Education, Inc.

Transportation Products and Services

◆ Dairyland Buses, Inc
 Go Riteway Transportation Group
 ★ Lamers Bus Lines, Inc
 Mid-State Truck Service, Inc.
 Transportant
 Wisconsin Bus Sales – Blue Bird



COMING SOON!
2023 CONVENTION APP

The 2023 State Education Convention App will be available soon.

The app – for Android and iPhone – will include the complete convention schedule, maps, session descriptions and more.

Sponsored by Delta Dental and Baird Public Finance.

2022 FALL Advocacy Workshops

CONNECTING WITH LAWMAKERS

Dates and locations vary



The 2023-25 state budget is going to be critical for Wisconsin public schools.

Engaging in legislative advocacy can be as challenging as it is essential. As districts deal with inflation and the end to one-time federal funding, they're looking to the upcoming state budget to provide the resources they need to carry out their mission.

Do you want the knowledge and skills to be an advocate for your students?

Join a WASB legislative expert for a hands-on evening workshop on how to develop the kind of relationships with lawmakers and their staff that will make you a better, more effective legislative advocate for your students and schools. Dinner is included with the registration fee.

Thursday, Nov. 10 | **Green Bay** | CESA 7, 595 Baeten Rd.

Thursday, Nov. 10 | **Tomahawk** | CESA 9, 304 Kaphaem Rd.

Tuesday, Nov. 15 | **Fennimore** | CESA 3, 1300 Industrial Dr.

Tuesday, Nov. 15 | **Portage** | CESA 5, 626 E. Slifer St.

Tuesday, Nov. 15 | **Turtle Lake** | CESA 11, 225 Ostermann Dr.

Wednesday, Nov. 16 | **Online** | Link sent to registrants

2022 Fall Regional Meeting RECAP PAGE

Visit our **Fall Regional Meeting event page at WASB.org** to find presentations and videos from the meetings, along with photos of members who've achieved new levels in the WASB Member Recognition Program.

Download the photos of members receiving this recognition and share them on social media. You can also find a press release to share the good news about your board member's commitment to improvement.





WASB Connection Podcast

The latest episode of the WASB Connection Podcast features an interview with David Horsager, kickoff keynote speaker at the 2023 State Education Convention.

We talk about how building trust is the central task of education leaders.

“The biggest risk of a school board I would argue is losing trust, with the community, with the superintendent, with the faculty. We’ve just seen a whole lot of positive impact when people focus on the core issue of trust, not, let’s say leadership or even engagement.”

— David Horsager, Trust Edge CEO

Find the episode at [WASB.org](https://www.wasb.org), or wherever you listen to podcasts.

SAVE THE DATE...

SCHOOL LAW CONFERENCE

FEBRUARY 23, 2023

WASB TITLE IX TRAINING

The WASB/Boardman & Clark Title IX Training Series is a series of training modules to help school districts adapt to wide-reaching changes to sex discrimination laws that took effect in August 2020.

The first two modules have been recently updated to reflect two years of experience in this area.

Districts looking to subscribe for the current fiscal year can learn more about a package that fits their needs at [WASB.org](https://www.wasb.org).



LEGAL WEBINARS

■ ELECTION NOTICES AND PROCEDURES (Two-part series)

PART 1: Election Notices & Procedures **OCT. 26** | 12 - 1 p.m.

PART 2: Campaign Finance **NOV. 2** | 12 - 1 p.m.

Dan Mallin, WASB Legal and Policy Services Counsel

Wisconsin school districts must comply with numerous statutory obligations related to elections. The two-part Elections Notices and Procedures webinars will cover key deadlines, required notices and post-election processes. They will be of particular interest to school district clerks and to superintendents' administrative assistants (who often assist with election duties).

Registration includes access to Part 1 and Part 2.

Registrants receive access to both recordings.

■ ADMINISTRATOR CONTRACTS

NOV. 9 | 12 - 1 p.m.

Ben Richter, WASB Staff Counsel

This webinar will review requirements under the Wisconsin and federal Family and Medical Leave Act, including eligibility for leave for birth or adoption; serious health conditions of employees, parents, spouses and children; and the various leaves available to military service men and women and their families. Employer notice and documentation requirements will be covered along with employer and employee rights and obligations during and after FMLA leaves.

■ RECURRING WEBINAR:

WASB LEGAL AND LEGISLATIVE VIDEO UPDATE

NOV. 16 | 12 p.m.

WASB attorneys and government relations staff provide a complimentary monthly update on recent legal and legislative issues to answer members' most pressing questions. No registration required. Visit [WASB.org](https://www.wasb.org) for the link.

Why School Board Advocacy Matters

The coming state budget will determine the direction of public education in our state and shape your students' education. Your district's children need effective advocates.



There's an adage that "You may not get everything you want from legislators. But everything you do get will come to you because legislators have approved it."

That's a good lesson to remember as the debate over the 2023-25 state budget approaches. The stakes for public education are enormous. And advocacy by school leaders is essential.

A case can be made that Wisconsin has been engaged in a systematic defunding of its public schools for more than a decade. And it is making the job of being a school board member much more difficult.

A symptom of this trend is that this year will see 92 referendums seeking additional revenue limit authority, the highest number in a decade. It is no coincidence that in six of the last eight years there has been no per-pupil revenue limit adjustment and only minimal, if any, increases in per-pupil categorical aid. Together, revenue limit adjustments and per pupil aid are the mechanisms that allow for additional school district spending short of going to referendum.

The lack of revenue limit adjustments is particularly disappointing considering that legislative leaders had previously endorsed it. In fact, the number one recommendation of the Blue Ribbon Commission on School Funding convened by legislative leaders was to adjust revenue limits for inflation annually. The commission's report was issued in January 2019. With the inflation rate now at a 40-year high, it is time to remind lawmakers and the governor of that recommendation.

The lack of an inflationary adjustment has been noticed by

observers from outside our state.

A recent report by the Education Law Center found that state and local investment in PreK-12 education from 2008 to 2018 declined by 1% after adjusting for inflation.

Those figures are reflected in a chart we have been presenting at regional meetings (see accompanying graphic on pg. 33). It shows how allowable per-pupil spending — measured by annual per-pupil revenue limit adjustments and per-pupil categorical aid — has consistently lagged the annual inflationary adjustments that ended in 2009.

The chart shows that if Wisconsin had simply maintained the inflationary adjustment allowed through that year, districts would have received \$3,160 more per pupil in the current school year.

Another reason for the high number of operational referendums is that Wisconsin school districts collectively face well over a billion dollars in unfunded special education costs each year, even after accounting for state special education categorical aid reimbursements and federal IDEA funds.

When special education categorical aid reimbursements and federal funds fail to cover special education costs, school districts have two options. They can cover unfunded special education costs by diverting resources intended for the education of all students. Or they can raise additional local revenue by asking voters to approve a referendum.

You may be one of the few school board members who genuinely enjoys asking voters to approve a referendum to keep your district afloat. But if that does not describe

you, we think it is time for you as a school leader to think about how you will tell lawmakers the story of how the lack of annual increases in spendable resources and the underfunding of special education are impacting your districts.

If you couple those issues with concerns about how high inflation is eroding school budgets, staffing challenges and the impending "fiscal cliff" (when one-time federal relief funds are exhausted) you have an urgent and compelling case for more funding help from the state.

As you prepare for these conversations, you may want to closely examine the budget request submitted by the Department of Public Instruction. Among other things, the DPI request calls for restoring annual per pupil adjustments and dramatically boosting special education categorical aid. And you may want to remind lawmakers that a Blue Ribbon Commission they created recommended providing school districts annual inflationary adjustments.

Before you have those conversations, we encourage you to attend one of the WASB Fall Advocacy Workshops that will be held in November. We will provide you with tips that will make your communication with legislators more effective. (See sidebar for dates and locations.)

The advocacy workshops are just one of the opportunities you will have to improve your advocacy.

Earlier this year, the WASB conducted a member survey. Among the questions the survey identified was "How can WASB members be supported and encouraged to participate in legislative advocacy?"

In response, the Government

Relations Team has developed several initiatives aimed at helping school board members improve their advocacy.

We are revamping the Legislative Advocacy Toolkit, a practical guide on how to communicate with lawmakers. Advocacy workshop attendees will receive a copy. It will also be available online.

The January-February issue of the Wisconsin School News will focus on school board advocacy, with stories from board members about their involvement in legislative advocacy.

The State Education Convention in January will feature a session with the Franklin School District highlighting its legislative advocacy successes. You'll also find sessions on critical issues we know legislators will be focused on, such as improving early childhood literacy and recovering learning disrupted by the pandemic.

In mid-March, we will host a Day at the Capitol in Madison. In the morning, we will help you understand the state budget and our advocacy message. Then, in the afternoon, we will schedule office visits for you with

the lawmakers who represent you and your school district so you can have those critical in-person conversations about your district's needs.

Once the budget is introduced, we will host regular Friday noon webinars to help you understand the budget and how to advocate for provisions that will help your districts. We will provide sample letters, talking points and resolutions for you to use at the board table and in crafting advocacy messages to your legislators.

We will also continue to record podcasts on emerging or hot legislative topics and how you can respond to them to amplify the WASB's message.

Finally, we will continue to provide our monthly WASB Legal and Legislative Update webinars, typically held at noon on the third Wednesday of each month and we will continue blogging about current events in Madison that will impact school boards. You can subscribe to the WASB Legislative Update blog to get notifications whenever we post new material.

We encourage you to work with your district administrator in your

FALL ADVOCACY WORKSHOPS

THURSDAY, NOV. 10:

- CESA 7 | Green Bay
- CESA 9 | Tomahawk

TUESDAY, NOV. 15 AT:

- CESA 3 | Fennimore
- CESA 5 | Portage
- CESA 11 | Turtle Lake

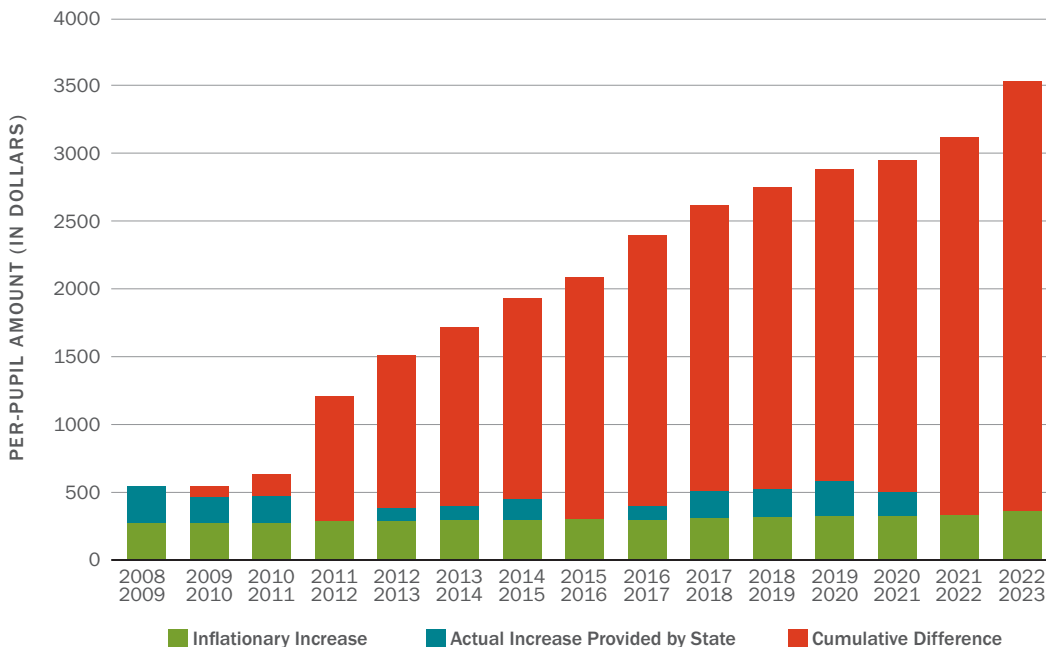
We will also host a webinar version of the workshop on Wednesday, Nov. 16 from 6:30-8:30 p.m.

Visit [WASB.org](https://www.wasb.org) to register for the in-person or online events.

advocacy efforts. You are a team. Keep each other in the loop regarding communications with lawmakers.

One more adage is helpful to keep in mind as we enter budget season. If you don't ask legislators for the specific things you need, you probably won't get them. ■

State Support for K-12 Education vs. Inflation





Common Situations Implicating Board Member Ethics

As local public officials, school board members often find themselves in challenging situations that implicate ethical issues. Board members are subject to the statutory Code of Ethics for Local Public Officials; common law restrictions, including the doctrine of incompatibility of offices; and criminal statutes governing their actions, particularly with respect to contracts with school districts. Additionally, board members are subject to board policies that might be even stricter than the minimum legal requirements.

This Legal Comment will use hypothetical scenarios to help board members navigate situations involving ethical issues. While this Legal Comment will not be able to cover all of the potential ethical issues a board member might face, the goal is to help flag common ethical situations so that board members can identify them early and get advice before they make potential mistakes.

1. Code of Ethics for Local Public Officials

The board is considering a major construction referendum in the near future. An architect who has done work for the district in the past offers to take the new board president and their spouse out to dinner to discuss how the architect can help the district with the potential new construction.

If the board president accepts this dinner, it could violate the Code of

Ethics for Local Public Officials, Wis. Stat. § 19.59. It prohibits a local public official from using their public position to obtain financial gain or anything of “substantial value” for the private benefit of himself, herself, his or her immediate family, or for an organization with which he or she is associated. “Substantial value” has been interpreted to mean anything of more than inconsequential or token value based on the totality of the circumstances. A violation of the code could result in a forfeiture of not more than \$1,000 per violation, plus the value of the thing obtained. A violation of the code that is intentional could lead to criminal prosecution with penalties of a fine of not less than \$100 but no more than \$5,000, imprisonment for not more than a year, or both.

In this hypothetical situation, the only reason the architect wants to take the board president and their spouse out to dinner is because of the board member’s office. In the private sector, taking clients out for free meals is a common way of saying thank you. However, it is generally not permissible for board members to accept such free meals from district vendors (or potential vendors). A free dinner generally has more than an inconsequential or token value. Additionally, under the Code of Ethics for Local Public Officials, no local public official may accept from any person, directly or indirectly, anything of value if it

could reasonably be expected to influence the local public official’s vote, official actions, or judgment. Given that the board hasn’t selected an architect for the new building project yet, accepting a free dinner from the architect could also violate that part of the code.

If the board president really wants to have the dinner with the architect, the board president should review board policies for language that prohibits the “appearance of a conflict of interest or ethics violation.” If allowed by policy, the board president should pay for both their and their spouse’s dinner. Even then, the board member should be aware of the political optics of being seen out to dinner with the architect — the public is unlikely to know who is paying the check at the end of the meal.

A new board member works as a landscaper for a landscaping company that provides services to the district. The landscaping company’s contract worth \$10,000 per year comes up for a vote. The board member advocates for expanding the landscaping company’s contract to \$14,000 per year. The vote passes 4-3.

The board member in this hypothetical situation might be violating the Code of Ethics for Local Public Officials. The code prohibits local public officials from taking any official action substantially affecting a matter in which the official, a member of his or her immediate family, or an organization with which the official is associ-

While well-intentioned, this board member cannot serve simultaneously as a board member and a teacher—even a substitute teacher.

ated has a “substantial financial interest.” “Substantial financial interest” is not defined.

Because the board member is just an employee and not an owner, it could be argued that the official does not have a “substantial financial interest” in the contract. However, depending on the size of the company, the importance of the district’s contract to the company’s financial bottom line, and other relevant factors, it is possible that the board member has a substantial financial interest in the contract, particularly if the employee has been assigned by the company to perform the landscaping duties for the district. Additionally, the board member should check applicable board policies which might clarify whether board members are permitted to vote on contracts involving companies that they work for, regardless of ownership.

The safest approach to this situation would be for the board member to recuse themselves from both the debate and the vote by leaving the board meeting during the time of that discussion. Even if this situation isn’t technically a violation of the code or board policy, it could give the appearance of a violation. Additionally, if this contract were worth more than \$15,000 per year, it could implicate the criminal law discussed below in the third hypothetical.

2. Incompatibility of offices

The district is desperate for substitute teachers given staffing shortages. A retired teacher sits on the board and offers to substitute in the district.

The doctrine of incompatibility of offices is a common law doctrine that bars a person from holding two offices where one office is superior to the

other, so that the duties exercised under each might conflict to the detriment of the public, or where the nature and duties of two offices are such that public policy considerations bar one person from discharging the duties of both offices. This doctrine has been expanded to include not just two incompatible offices, but incompatibility between one office (like school board) and a position of employment (like a substitute teacher).

While well-intentioned, this board member cannot serve simultaneously as a board member and a teacher — even a substitute teacher. The board office is superior to the role of a teacher (because the board has authority over teachers), and the nature of the duties of the two offices would bar one person from effectively discharging the duties of both offices. A specific conflict between the duties does not have to

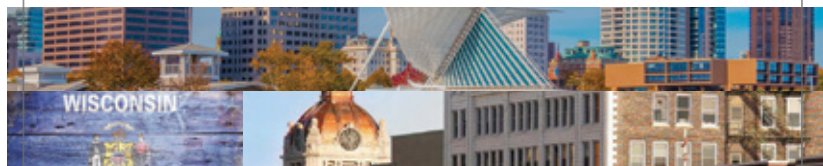
arise before the doctrine of incompatibility of offices takes effect. The doctrine, in some ways, functions to avoid a specific problem from ever arising, such as the board having to consider the termination of the board member as a substitute teacher following an incident with a student. This employment situation might also feel uncomfortable for parents, teachers, and administrators who are not just working alongside a substitute teacher, but a board member, who ultimately has a role in making significant decisions regarding the district.

3. Private interest in public contracts

A board member works for a textbook company as a sales representative. The board is voting on adopting new textbooks and is considering a major \$20,000 purchase from the board member’s company. The board member recuses themselves from the

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discussion and vote of the contract. However, the board member serves as the company's salesperson for the transaction and negotiates the final price with the board and signs the deal on behalf of the company.

Wis. Stat. § 946.13 prohibits public officers, such as board members, from participating in contracts in which they have a private financial interest and establishes criminal penalties for violations. Board members can violate the statute in either their private or public capacities. The board member here violated the statute in their private capacity by negotiating for, and entering into, a contract in which the board member has a private pecuniary interest, direct or indirect, at the same time the board member was authorized to participate in their capacity as a board member in the making of that contract.

The board member correctly identified the ethical issue that would arise if they participated in

the debate or voted on the contract. Unfortunately, the board member missed the part of the statute that also prohibits the board member from participating in the contract in their private capacity. This contract is over the statutory threshold of \$15,000, so this law applies. This law is a strict liability statute meaning that the board member can violate the law without intending to do so. Therefore, this board member has likely violated a criminal law.

As a criminal violation that was outside the scope of the board member's official duties, it is unlikely that the board member would be covered by the district's liability insurance. If the district attorney decided to file charges against the board member, the board member would be on the hook for their own legal defense fees, and any fine imposed — not to mention potential jail time. A violation of this law is a Class I felony punishable by a fine of up to

\$10,000, imprisonment for up to three years and six months, or both.

An additional problem is that the board now needs to decide what it should do with the textbook contract. This statute has been interpreted as giving the school board the decision of either voiding the contract or requiring its enforcement. The board will need to decide whether or not to void the textbook contract under the circumstances, and, if so, how to proceed from there.

Conclusion

Ethical issues arise in a variety of circumstances. Board members should be vigilant and seek legal guidance when they face a challenging ethical situation. If board members are aware of these situations in advance, the situations can often be navigated successfully — even if it means board members have to refrain from certain actions. However, once a violation occurs, these situations are often more challenging to address without potential liability.

One situation where board members often face ethical issues is attending the annual WASB/WASDA/WASBO State Education Convention. For analysis of common issues arising from the Convention please see Wisconsin School News, "Legal and Ethical Standards Related to Attendance at the State Education Convention" (Jan. 2019). ■

This Legal Comment was written by Michael J. Julka and Brian P. Goodman of Boardman Clark, WASB Legal Counsel. For related articles, see Wisconsin School News: "School Board Member Communications" (Oct. 2019); "Legal and Ethical Standards Related to Attendance at the State Education Convention" (Jan. 2019); and "Recurring Issues for School Board Members: School Board Member Conflicts of Interest, Ethics, and Incompatibility of Offices" (May 2013).

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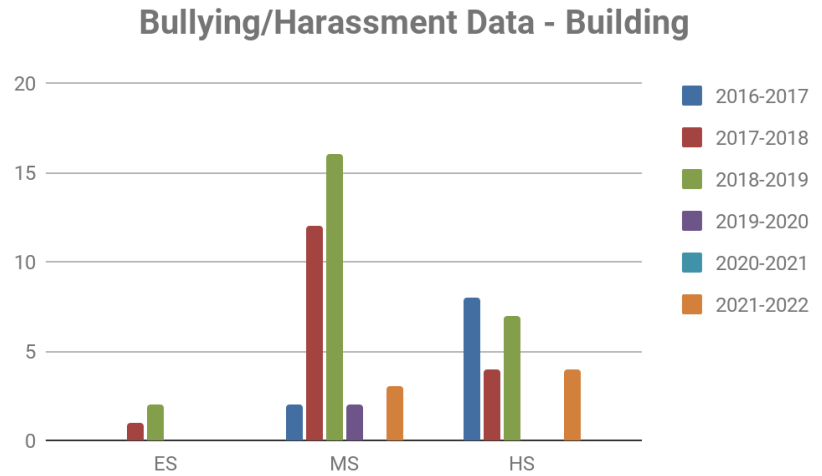
- D. 2023 WASB Delegate
- E. Board Self-Evaluation
- F. Bullying Report

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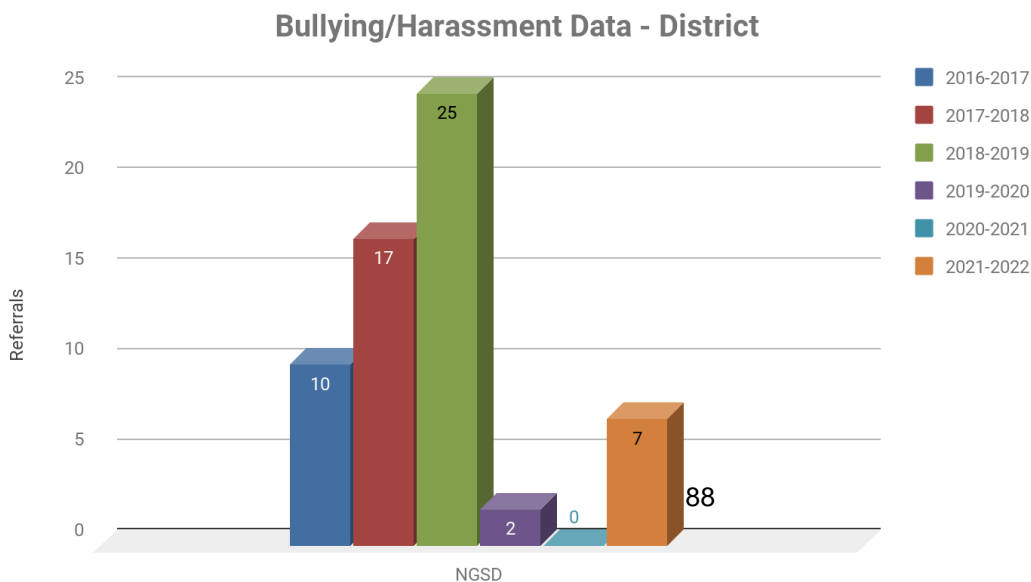
New Glarus School District Bullying/Harassment Report

The following is the process all three buildings in the New Glarus School District follow in incidents of bullying and harassment:

- Students given multiple mediums to report incidents of Harassment including, but not limited to:
 - Teachers
 - Guidance Counselors
 - Principals
 - Parents - then report to schools
 - Google Forms
- Principals follow up with initial investigations
 - Communication with the individual(s) reported as being bullied/harassed
 - Communication with the individual(s) reported as the bully/harasser
 - Communication with other appropriate sources to gather information
 - Communication with parents of individual(s) involved
 - First Incident
 - Documentation/Discipline
 - Verbal Warning/Parent Communication regarding bullying/harassment
 - Possible Suspension/Expulsion
 - Possible law enforcement involvement
 - Second Incident and beyond
 - Documentation/Discipline
 - Possible Suspension/Expulsion
 - Possible law enforcement involvement



Note: NGSD follows a strict non-retaliation expectation. This disallows the mistreatment of others due to involvement with a bully/harassment investigation.



- G. Referendum Projects Update
- H. Referendum Projects Bidding Timeline
- VIII. **FUTURE AGENDA ITEMS**
- IX. **ANNOUNCEMENTS**
- X. **FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS**
 - A. December 5, 2022 - Discussion & Regular Board Meeting - 7:15 p.m.
 - B. January 9, 2023 - Discussion & Regular Board Meeting - 7:15 p.m.
- XI. **CLOSED SESSION:** The Board will entertain a motion to convene into closed session pursuant to s. 19.85 (1) (e) and/or (g) as appropriate for bargaining reasons to negotiate access point connections for the 4K-2 Primary School and confer with legal counsel for the governmental body who is rendering advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. The Board will take action in closed session, if necessary and appropriate. Thereafter, the Board will entertain a motion to reconvene into open session. The Board may take further action that is necessary and appropriate. The Board will then entertain a motion to adjourn.
- XII. **ADJOURN**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.