



AT YOUR SERVICE

2025-26

**WISCONSIN ASSOCIATION
OF SCHOOL BOARDS**

AVAILABLE FOR YOUR NEEDS

The Wisconsin Association of School Boards is dedicated to serving as an advocate for education and students. Founded in 1921, the WASB seeks to advance education through supporting the tradition of local school board control of the state's public schools.

We are a member-driven organization with the mission of supporting, promoting and advocating for high levels of student achievement by providing public schools, public school boards, and their students and staff with resources, services and professional development.

To fulfill our role as public education advocates, the WASB:

- Offers an array of services that address current and emerging local needs.
- Enhances board governance through innovative training and leadership activities.
- Advocates on issues affecting public education by informing members and state and federal policymakers.



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COUNT ON US FOR GUIDANCE AND SUPPORT

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THE WASB AT YOUR SERVICE...

Services designed and tailored for Wisconsin school boards.

The WASB provides:

- A team of experts that are highly skilled in school law, policy development, advocacy, leadership development, board governance and communication.
 - The WASB staff responds to more than 4,000 law-related inquiries from members each year.
- A powerful, unified message for state and federal lawmakers.
- A powerful voice in advocating for the schools and students we serve. We are a voluntary membership organization representing more than 400 school boards and cooperative educational service agency boards of control in Wisconsin.
- Dozens of professional development opportunities, including conferences, webinars and workshops, as well as the annual Wisconsin State Education Convention.
 - Collectively, WASB events reach more than 4,000 school board member and administrator attendees every year.

"The WASB provides unparalleled information, guidance and networking opportunities. I strongly encourage board members to take advantage of the vast knowledge of the staff. WASB resources will make you a better and more effective school board member."

*— Patrick Sherman,
Lake Geneva UHS School Board*



ADVOCACY & GOVERNMENT RELATIONS

A collective voice for school boards.



Want to make a difference?

The WASB Government Relations Team provides high-quality, professional representation for Wisconsin school boards at the state Capitol, with state agencies and with Wisconsin's federal representatives. The WASB assists policymakers in crafting legislation and regulations that best meet the needs of school boards and the children they serve.

We develop effective relationships with legislators on both sides of the aisle, along with agency officials, to advance the WASB Legislative Agenda and the policies adopted at the annual delegate assemblies.

The WASB strongly encourages school boards to get involved as advocates for their districts. As one elected official to another, school board members can have a powerful voice in influencing lawmakers.

In addition to providing direct representation, we provide resources and regular updates to guide school board members to be effective advocates and communicate regularly with state and federal elected officials.

Stay Informed, Stay Active

The WASB Government Relations Team offers a variety of resources to assist members to advocate for the needs of local districts. Board members are urged to:

- Follow the WASB Legislative Update blog to receive immediate notification of legislative activity and updates.
- Watch the monthly Legal and Legislative Video Updates and, during the state budget process, watch the weekly Capitol Chat webinars.
- Watch for WASB Action Alerts and contact legislators.
- Read the Capitol Watch column in the Wisconsin School News magazine and weekly eConnection updates for highlights of current legislative activity and information about proposed law and rule changes.
- Take advantage of the many resources on our website, including a special budget page, a legislative bill tracking chart, contact information for legislators and a Legislative Advocacy Toolkit.

The WASB is the collective voice for Wisconsin school boards. Together, school boards can shape education policy at the state Capitol.



LEGAL SERVICES

Helping you make sound management decisions.

Have a legal question?

Your board's WASB membership opens the door to a variety of legal benefits. Collectively, the WASB's highly respected attorneys have been working for Wisconsin school boards for more than 100 years.

Members can direct general questions on employment, labor and school law, collective bargaining, and employee compensation and benefits to the WASB. The WASB website is also a rich source of legal information, including:

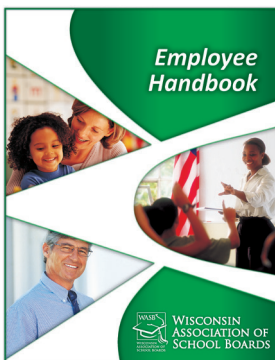
- WASB Legal Comments, Legal Notes and presentation outlines.
- The WASB School Law Index — a quick and easy way to access relevant state laws and more.

Districts receive numerous WASB publications, including the Legal & Policy Services Newsletter, the Guide for Candidates, the Annual School District Meeting Booklet and the School District Election Schedule.

WASB attorneys are available to provide fee-based assistance to meet a large array of member needs.

These include (but are not limited to):

- Personnel and employment law matters
- Employee handbook development
- Public records requests
- Policy reviews
- Collective bargaining
- Individual contract reviews
- Dismissal and nonrenewal proceedings
- Grievance hearings
- Student expulsion hearings
- Investigations
- Vendor agreements
- Intergovernmental agreements



Advertisement

WASB MODEL EMPLOYEE HANDBOOK

The WASB Model Employee Handbook, with its annual subscription, addresses district employees' terms and conditions of employment. As part of the subscription, the WASB will notify subscribers of updates to the Model Employee Handbook that address recent changes in applicable laws.

The subscription also includes access to a variety of supporting resources, including copies of select sample employment policies, the WASB Hiring Guidelines, the Impartial Hearing Officer Guide and A Guide to Exit Interviews and Exit Surveys.

Note: Policy Resource Guide subscribers receive a discount on a subscription.

POLICY SERVICES

From development through implementation.



Working on a policy?

The WASB Policy Services staff has extensive experience in Wisconsin law and administrative rules and is uniquely positioned to assist school boards in setting the policies that best meet the needs of their schools and their students.

Your board's membership opens the door to a variety of benefits offered by the Policy Services staff.

Services Available to All Members:

- Answers to policy questions from experienced staff.
- Subscriptions to the Policy Perspectives monthly newsletter to stay informed of current policy issues.

Additional Fee-Based Services:

The FOCUS Policy Publication

This comprehensive policy publication presents an in-depth analysis of one policy topic each issue. It includes legal and policy considerations and sample school district policies, and highlights how the policy topic is being addressed in Wisconsin school districts.

Customized Consulting Services

Upon request, a WASB attorney can work directly with your district on policy development or updates to meet your particular policy needs, interests or requirements. A range of customized consulting services is available on an hourly basis.

Policy Resource Guide

The WASB Policy Resource Guide is the most comprehensive online source of information on policy issues facing Wisconsin school districts.

Designed by WASB policy experts, the PRG is an online tool to help districts update and develop new policies and implement them effectively. It provides streamlined access to detailed information on a variety of topics, including policies required by law and "hot" policy topics, in one place.

Contact the WASB today for subscription information.

"The PRG is incredibly useful. WASB puts together exemplary policies so we can focus on what's important – serving students. PRG content is created and continually vetted by WASB legal counsel. The PRG provides an assurance that our policies are aligned with state and federal laws. There are other policy services out there, but we value local control, and the PRG allows for local customization."

— Mark Hansen,
District Administrator,
Elmbrook School District

GOVERNANCE CONSULTING SERVICES

Building effective school district leadership.

Want to improve board effectiveness?

The WASB's team of consultants provides services to help school board members work together better as a board, and help the board/administrative team function at a higher level.

Leadership Development - WASB Essential Elements of Governance

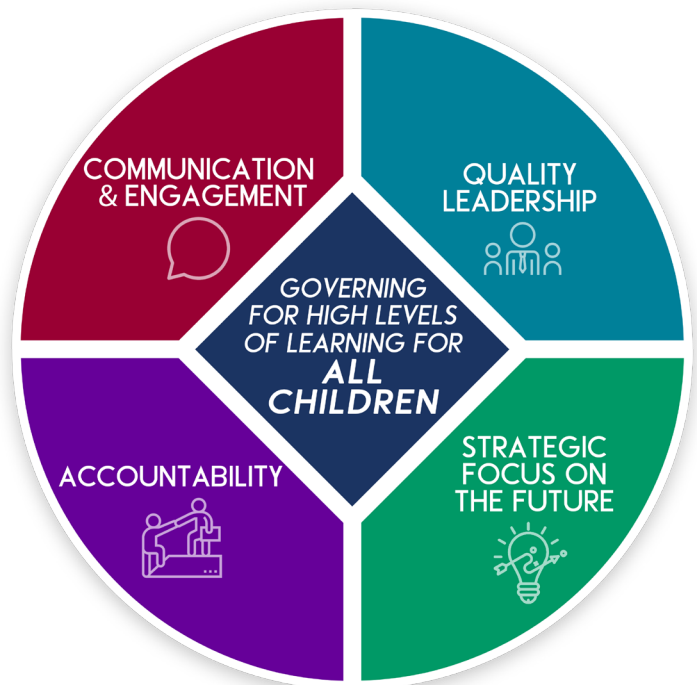
The Essential Elements of Governance serves as the core curriculum for WASB board governance development. The framework supports the work of the school board to achieve the best outcomes for all children served.

The components include:

- Governing for High Levels of Learning for All Children
- Quality Leadership
- Strategic Focus on the Future
- Accountability
- Communication & Engagement

WASB consultants can assist your district in:

- Creating a vision supported by stakeholders
- Using the vision to focus on student achievement
- Defining roles, responsibilities and board norms
- Dealing with conflict
- Trust building
- Team building, including superintendent/board relationships
- And much more!



Annual Board Development Tool

Take advantage of the complimentary Annual Board Development Tool online survey to improve your board's effectiveness. Created by School Perceptions and the WASB, the survey is designed to help boards identify their areas of strength and alignment as well as where further dialogue and discussion is needed. Access is complimentary for all WASB members.

The Annual Board Development Tool allows board members to rate their work on:

- | | |
|-------------------------------|------------------------|
| • Board operations | • Policy |
| • Data-driven decision-making | • Community engagement |
| • Budgeting | • Vision |
| • Planning | • Culture |
| • District operations | |

Once a district completes the survey, it can access its own aggregate results. Upon request, School Perceptions will provide a fee-based written report that provides itemized state and longitudinal comparisons.

If a report is requested, the WASB will provide an additional, complimentary analysis with recommendations for next steps.

GOVERNANCE CONSULTING SERVICES

Analyze your organization's effectiveness.

Want to improve district effectiveness?

The WASB Governance Consulting Service is designed to be a resource for school districts to analyze their organizational effectiveness.

Governance Consulting Services

WASB governance consultants provide expert information, problem-solving services and professional growth opportunities.

We can assess one or more of the district's key operational systems, including finances and facilities, and their sub-system components.

The consultants work as partners with the school district to build and strengthen trust between school board members and administrators as they work to provide excellence in education.

The team has a wide range of experiences and skill sets. They have specialties in leadership development, school board governance, organizational behavior, fiscal operations, master planning, administrator performance and more.

Consulting services are tailored to the unique needs of the local school district and its budget. They include (but are not limited to):

- Strategic planning
- Superintendent/district administrator evaluation system development
- Analyzing the impact of new programs in the school district
- Analyzing school districts' operational systems and sub-systems
- Training on the legal and financial roles and responsibilities of school boards
- Training on the state's school funding system
- Informational assistance for reorganization/consolidation/shared services
- Administrative support



SEARCH SERVICES

Helping you find the right match.

Looking for a superintendent?

The consultants who lead Search Services understand that school boards will dedicate time and deliberation to the completion of this duty in order to select the right person.

The team is equipped to help you from start to finish with a customized process. We also offer transition services that can help the right hire and the board quickly begin their journey together.

Why the WASB? We are staffed by people who are committed to providing service to Wisconsin school board members. Our consultants are experienced educational leaders who facilitate the process from start to finish.

When you select the WASB, you select a trusted partner with whom you, your board and your superintendent will have a long-term relationship. The WASB stands ready to be your partner during the search process and beyond.

Our Services

As your membership organization, we connect you with the full range of WASB support services — from policy assistance to legal services and board development.

Transition Services

Our relationship with you does not end when your new superintendent takes office. The consultants can also assist with the transition between your former superintendent and your new one.



WHAT ARE PEOPLE SAYING ABOUT SEARCH SERVICES?

“The WASB team of professionals provided not only the skeletal structure of what was needed but also provided the necessary individual attention that was specific to our school district alone. It was the individual attention to our details that made this process so successful. Thank you WASB!”

—Mondovi School Board Member

“The WASB provided our district with a knowledgeable, detail-oriented, experienced and personable advisor who answered our questions patiently and understood our local needs in this selection process.”

—Jefferson School Board Member

“They [WASB] were able to seamlessly guide us through the process by keeping us on track and providing an unbiased view when needed, were extremely professional ... They had access to information on candidates that we may never have known. I couldn't imagine trying to do this as a board on our own.”

—Abbotsford School Board Member



WASB INSURANCE PLAN

Helping your districts meet their insurance needs.

Endorsed Insurance Agency Program

Three insurance agencies specializing in serving the property and casualty and employee benefits insurance needs of Wisconsin school districts and CESAs have been endorsed by the WASB Insurance Plan.*

The endorsed agencies were selected based on their knowledge, depth of resources and experience in facilitating the placement and provision of insurance and risk management services to meet the special needs of Wisconsin school districts and CESAs. School districts and CESAs are encouraged to contact the agencies for more information.

Complimentary Resources

Consulting Services

As a complimentary WASB member benefit, the Plan continues to offer access to resources and insight from Gänder Consulting Group. The firm, which sells no insurance, fields inquiries about a multitude of insurance-related, risk management and employee benefit topics.

Call Joy Gänder at 608-286-0286, or email her at gander@ganderconsulting.com, with your questions. Joy has worked with Wisconsin school districts and CESAs for over 30 years.

Insurance Plan Library

The WASB Insurance Plan hosts an online library of information related to employee benefits, human resources, property, casualty and risk management. The resources are provided by the endorsed insurance agencies and Gänder Consulting Group.

Included in the online library, you'll also find an archive of complimentary webinars on a variety of insurance-related topics. Visit WASB.org and select "Insurance Plan."

ENDORSED AGENCIES



"I have found the Wisconsin Association of School Boards Insurance Plan's Endorsed Insurance Agency Program to be a great resource to me, and all of our WASB members. The endorsed agencies' presentations, newsletters and webinars have helped me better understand insurance issues and how those insurance issues affect our main function – educating students."

— Barb Herzog, Plan Trustee,
Oshkosh Area School Board

COMMUNICATION SERVICES

Serving members with information and events.

Publications

The WASB publishes a wide array of publications and subscriptions — print and digital — covering policy, school law, employee relations, legislative affairs and general school topics.

The preeminent WASB publication is the award-winning Wisconsin School News magazine, which brings relevant articles to public school leaders 10 times per year.

Delivered to members as part of their dues, each issue highlights school district successes, addresses challenging issues facing public school districts in Wisconsin, and communicates important information on an array of topics, including board governance, policy, legal, facilities and safety.



Members should also watch for the eConnection newsletter delivered regularly to their email inbox. eConnection provides timely updates and reminders, including state and federal legislative updates of most interest to school board members and administrators.

New Member Benefit

Online Learning Platform

Formerly a fee-based product, the Online Learning Platform is now complimentary for all WASB members. The platform is a one-stop digital shop for learning about virtually every topic that a school board member needs to know. Learn about your roles and duties — including those specific to board clerks, treasurers and presidents — as well as topics such as the law, school finance and building a strong board/superintendent relationship.

Subscriptions

The WASB offers several online learning options to help you go in-depth on the issues that affect your district.

Title IX Training

WASB legal staff and Boardman & Clark LLP consistently monitor federal Title IX regulations and create online training material for Title IX coordinators and other district staff.

Civil Rights Training

To help district staff understand and implement civil rights regulations and laws, the WASB partnered with Boardman & Clark LLP to create online training material.



EVENTS

The WASB hosts a series of workshops, conferences and webinars throughout the year, culminating in the annual State Education Convention each January.

The convention, co-sponsored by the WASB, the Wisconsin Association of School District Administrators and the Wisconsin Association of School Business Officials, is the premier education event and professional development opportunity for school officials in Wisconsin.

Other events held throughout the year include:

- **New School Board Member Gatherings:** In April, the WASB hosts a series of meetings around Wisconsin to help new members learn about their role and how the WASB can help.
- **Day at the Capitol:** Held during odd-numbered years, when the Legislature is creating a new budget, this event brings members face-to-face with their local lawmakers to help advocate for their students.
- **Summer Conference:** Held in July, this conference combines sessions on timely topics with opportunities to learn how to be an effective school board member.
- **Fall Regional Meetings:** From September to November, we visit all 15 WASB regions to elect directors and update members on developments at the Capitol and at the WASB.
- **Fall Legislative Conference or Workshops:** Typically held in November, the WASB hosts either a series of workshops (in even-numbered years) or a single conference on legislative matters (in odd-numbered years).
- **Legal Webinars:** We also host a series of webinars throughout the year on legal and governance topics, including the monthly complimentary Legal and Legislative Video Update.



WASB REGIONS

REGION 1

Amery
Ashland
Barron Area
Bayfield
Birchwood
Bruce
Butternut
Cameron
CESA 11
Chetek-Weyerhaeuser Area
Clayton
Clear Lake
Cumberland
Drummond Area
Flambeau
Frederic
Grantsburg
Hayward Community
Ladysmith
Luck
Maple
Mellen
Northwood
Osceola
Prairie Farm
Rice Lake Area
Saint Croix Falls
Shell Lake
Siren
Solon Springs
South Shore
Spoooner Area
Superior
Turtle Lake
Unity
Washburn
Webster
Winter

REGION 2

CESA 9
Chequamegon
Crandon
Elcho
Florence County
Hurley
Lac du Flambeau #1
Lakeland UHS
Laona
Mercer
Minocqua J1
North Lakeland
Northland Pines
Phelps
Phillips
Prentice
Rhineland

Three Lakes
Tomahawk
Wabeno Area
White Lake
Woodruff J1

REGION 3

Algoma
Ashwaubenon
Beecher-Dunbar-Pembine
Bonduel
CESA 7
CESA 8
Coleman
Crivitz
Denmark
De Pere
Gibraltar Area
Gillett
Goodman-Armstrong Creek
Green Bay Area
Gresham
Howard-Suamico
Kewaunee
Lena
Luxemburg-Casco
Marinette
Menominee Indian
Niagara
Oconto
Oconto Falls
Peshtigo
Pulaski Community
Sevastopol
Seymour Community
Shawano
Southern Door
Sturgeon Bay
Suring
Washington Island
Wausaukee
West De Pere
Wrightstown Community

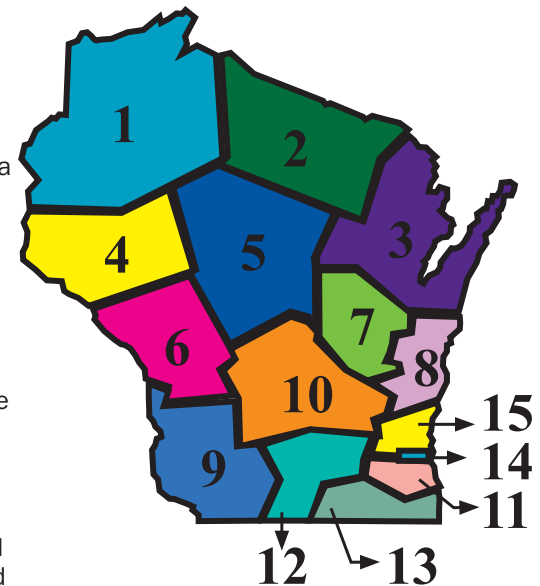
REGION 4

Altoona
Augusta
Baldwin-Woodville Area
Bloomer
Boyceville Community
Cadott Community
CESA 10
Chippewa Falls Area
Colfax
Cornell
Durand-Arkansaw
Eau Claire Area
Eleva-Strum

Elk Mound Area
Ellsworth
Community
Elmwood
Fall Creek
Gilmanton
Glenwood City
Hudson
Lake Holcombe
Menomonie
Area
Mondovi
New Auburn
New Richmond
Osseo-Fairchild
Pepin Area
Plum City
Prescott
River Falls
Saint Croix Central
Somerset
Spring Valley
Stanley-Boyd Area

REGION 5

Abbotsford
Almond-Bancroft
Antigo Unified
Athens
Auburndale
Bowler
Colby
D. C. Everest Area
Edgar
Gilman
Granton Area
Greenwood
Loyal
Marathon City
Marshfield Unified
Medford Area
Merrill Area
Mosinee
Neillsville
Nekoosa
Owen-Withee
Pittsville
Port Edwards
Rib Lake
Rosholt
Spencer
Stevens Point Area
Stratford
Thorp
Tigerton
Tomorrow River
Wausau
Wisconsin Rapids



Wittenberg-Birnamwood

REGION 6

Alma
Alma Center
Arcadia
Bangor
Black River Falls
Blair-Taylor
Cashton
CESA 4
Cochrane-Fountain City
Gale-Ettrick-Trempealeau
Hillsboro
Holmen
Independence
La Crosse
La Farge
Melrose-Mindoro
Norwalk-Ontario-Wilton
Onalaska
Sparta Area
Tomah Area
Viroqua Area
Westby Area
West Salem
Whitehall

REGION 7

Appleton Area
Berlin Area
CESA 6
Clintonville
Fond du Lac
Freedom Area
Hortonville Area
Iola-Scandinavia
Kaukauna Area
Kimberly Area
Little Chute Area
Lomira
Manawa

Marion
Menasha
Neenah
New London
North Fond du Lac
Oakfield
Omro
Oshkosh Area
Ripon
Rosendale-Brandon
Shiocton
Waupaca
Weyauwega-Fremont
Winneconne Community

REGION 8

Brillion
Campbellsport
Cedar Grove-Belgium Area
Chilton
Elkhart Lake-Glenbeulah
Hilbert
Howards Grove
Kewaskum
Kiel Area
Kohler
Manitowoc
Mishicot
New Holstein
Oostburg
Plymouth
Random Lake
Reedsville
Sheboygan Area
Sheboygan Falls
Stockbridge
Two Rivers
Valders

REGION 9

Argyle
Barneveld
Belmont Community
Benton
Black Hawk
Boscobel Area
Cassville
CESA 3
Cuba City
Darlington Community
De Soto Area
Dodgeville
Fennimore Community
Highland
Iowa-Grant
Ithaca
Kickapoo Area
Lancaster Community
Mineral Point Unified
North Crawford
Pecatonica Area
Platteville
Potosi

Prairie du Chien Area
Richland
Riverdale
River Ridge
Seneca Area
Shullsburg
Southwestern Wisconsin
Wauzeka-Steuben

REGION 10

Adams-Friendship Area
Baraboo
Beaver Dam Unified
Cambria-Friesland
CESA 5
Columbus
Dodgeville
Fall River
Green Lake
Horicon
Lodi
Markesan
Mauston
Montello
Necedah Area
New Lisbon
Pardeeville Area
Portage Community
Poynette
Princeton
Randolph
Reedsburg
Rio Community
River Valley
Royall
Sauk Prairie
Tri-County Area
Waupun Area
Wautoma Area
Westfield
Weston
Wild Rose
Wisconsin Dells
Wonewoc-Union Center

REGION 11

Arrowhead UHS
Cudahy
Franklin
Greendale
Greenfield
Kettle Moraine
Lake Country
Merton Community
Muskego-Norway
Norris
North Lake
Oak Creek-Franklin
Richmond
Saint Francis
South Milwaukee
Stone Bank

Swallow
West Allis-West Milwaukee
Whitnall

REGION 12

Albany
Belleville
Brodhead
Cambridge
Deerfield Community
DeForest Area
Edgerton
Evansville Community
Fort Atkinson
Jefferson
Johnson Creek
Juda
Lake Mills Area
Madison Metropolitan
Marshall
McFarland
Middleton-Cross Plains
Monona Grove
Monroe
Monticello
Mount Horeb Area
New Glarus
Oregon
Stoughton Area
Sun Prairie Area
Verona Area
Waterloo
Watertown Unified
Waunakee Community
Wisconsin Heights

REGION 13

Beloit
Beloit-Turner
Big Foot UHS
Brighton #1
Bristol #1
Burlington Area
CESA 2
Clinton Community
Delavan-Darien
Dover #1
East Troy Community
Elkhorn Area
Fontana J8
Geneva J4
Genoa City J2
Janesville
Kenosha Unified
Lake Geneva J1
Lake Geneva-Genoa City UHS
Linn J4
Linn J6
Milton
North Cape
Norway J7
Palmyra-Eagle Area
Paris J1

Parkview
Racine Unified
Randall J1
Raymond #14
Salem
Sharon J11
Silver Lake J1
Trevor-Wilmot Consolidated
Twin Lakes #4
Union Grove J1
Union Grove UHS
Walworth J1
Washington-Caldwell
Waterford Graded
Waterford UHS
Westosha Central High
Wheatland J1
Whitewater Unified
Williams Bay
Wilmot UHS
Yorkville J2

REGION 14

Milwaukee

REGION 15

Brown Deer
Cedarburg
CESA 1
Elmbrook
Erin
Fox Point J2
Glendale-River Hills
Grafton
Hamilton
Hartford J1
Hartford UHS
Herman-Neosho-Rubicon
Holy Hill
Hustisford
Maple Dale-Indian Hill
Mayville
Mequon-Thiensville
Nicolet UHS
Northern Ozaukee
Oconomowoc Area
Pewaukee
Port Washington-Saukville
Shorewood
Slinger
Wauwatosa
West Bend
Whitefish Bay



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Supporting, Promoting and Advocating for Public Education