



WISCONSIN  
ASSOCIATION OF  
SCHOOL BOARDS

# 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

**Ben Niehaus**

Director of Member Services

[bniehaus@wasb.org](mailto:bniehaus@wasb.org)

608-512-1706



# 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.

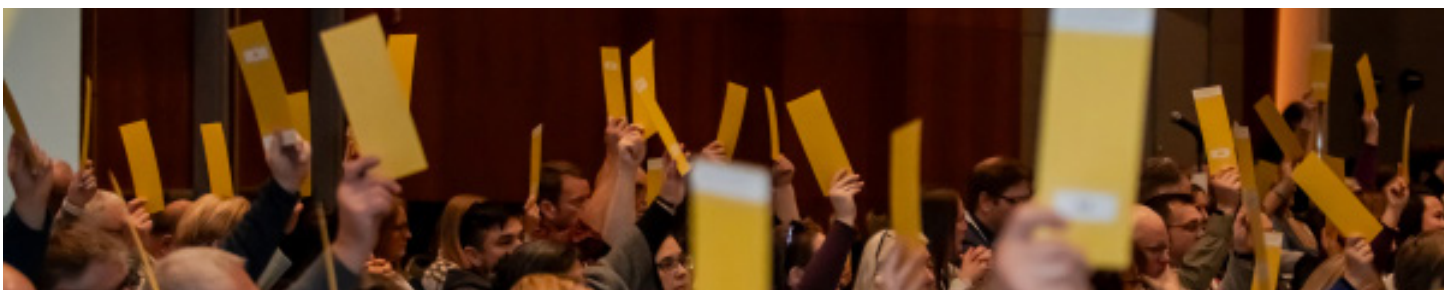
In addition to providing direct representation, we provide resources and regular updates to guide school board members to be effective advocates and communicate regularly with state and federal elected officials.

## **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:

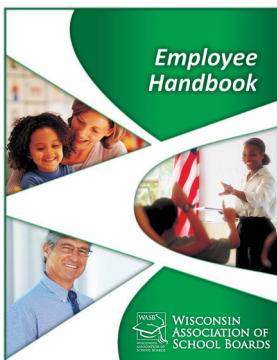
- WASB Legal Comments, Legal Notes and presentation outlines.
- The WASB School Law Index – a quick and easy way to access relevant state laws and more.

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 and the Impartial Hearing Officer Guide.

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!”

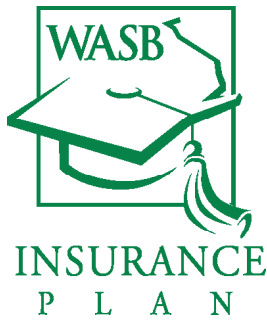
—Mondovi School Board Member

“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](mailto: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](http://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.

### Subscription-Based Training

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:

- **WASB/WSAA School Law Conference:** Held each February, the WASB and the Wisconsin School Attorneys Association host a one-day conference featuring attorneys discussing the key legal issues facing school districts.
- **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 Learning Symposium:** 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:** Typically held in November of odd-numbered years, the WASB host a conference on legislative matters, effective advocacy and timely issues facing Wisconsin communities.
- **Legal Webinars:** The WASB hosts 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  
Spooner 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

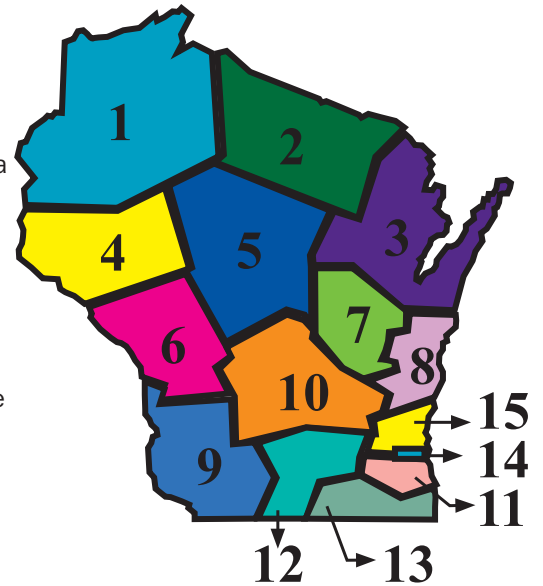
## REGION 4

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-Biramwood

## 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  
 Dodgeband  
 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  
 Menomonee Falls  
 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***