Welcome to WASDA’s June edition of our online Newsletter! We hope that you all enjoyed another successful school year in your district.

Membership information for the 2019-2020 year for WASDA and AASA has been EMAILED to all Wisconsin superintendents! If you do not receive your invoice, please contact Jessica at the WASDA office and she will send you another membership form. Also, registration for the WASDA Summer Legal Seminar is now open. It is always one of the highlights of our year. We hope to see many of you in beautiful Door County at the end of July!

A complete listing of all of WASDA’s events for the 2019-20 year can be found on our website at www.wasda.org.

We hope that those of you who have been members of the WASDA Video Library in the past have had an opportunity to check out the new WASDA Resource Libraries, which features the Baird Video Library and the Legal Library. Complete information on how to subscribe to these two new Resource Libraries was included with your 2019-20 membership renewal email.

We are always looking for new ways to serve our members. If we can ever be of service to you, please do not hesitate to contact us. We are here to serve you!

Wisconsin Association of School District Administrators
4797 Hayes Road
Madison, WI 53704
608/242-1090
608/242-1290 - FAX
www.wasda.org
JUNE 2019
WASDA E-NEWS

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www.wasda.org
Dear WASDA Friends and Colleagues,

As with most organizations, WASDA has many proud traditions. Recently, for example, retirees and those who had reached milestone years of service as a District Administrator/Superintendent were honored at the annual spring conference. Another time-honored tradition is the holding of the Past President's dinner which is held on the Tuesday evening prior to the beginning of that same conference. The current WASDA president chairs that event and I was privileged to do so this year.

At that gathering were former school leaders representing every decade from the 1970's forward. Also in attendance were the three full-time Executive Directors of WASDA - Ollie Berge, Miles Turner and, of course, Jon Bales. The wealth of knowledge and experience in the group assembled was tremendous - individuals held in high regard and esteem by both friends and former colleagues. A number of those in attendance were also accompanied by their spouse or significant other.

Traditionally, the president poses a question to the group asking for their response and reaction to the question with an intent to share out their sentiments with currently practicing district administrators. I share with you in this article the aggregate thoughts shared in response to my question which was in reference to achieving a work - life balance. Specifically, the question was as follows: "All of you present this evening are and have been successful as leaders. What tips for achieving and maintaining a work - life balance would you offer to others in our field?"

You may not be surprised to learn that for nearly everyone who responded indicated the distinction between work and life was not pertinent to them. For these individuals serving as they did in leadership roles was their true "life work." To separate out the two from each other was impossible for them to do. Some even referred to their career as a "calling."

What DID help in moderating work and life, and in particular family, was a caring, supportive spouse or partner who understood the many and varied obligations associated with the superintendency and the sacrifices that needed to be made due to the expectations of other people's family and the larger community. Every leader present acknowledged that the "work" had some type of impact on "life" (read family). Some of the past president's offered suggestions that they had found useful in navigating the precarious balance alluded to in my question. I think they are worth sharing with you as these may be some of the very same approaches that you use in your current position to seek balance between your personal and professional life.

Continued, next page
President’s Message Continued:

Experiences and advice was shared out as follows: read the Bible daily, socialize with others outside of the community who are not affiliated with the district in which you work or reside, develop hobbies before you need them, set aside at least one day for family and stick to it (but rotate the day so that it differs each week), leave/get out of the office and/or intentionally shut the door during the day holding some time for yourself, keep weekends sacred for family and hobbies, travel frequently outside of the district with family, attend your own family members events even when they may take you away from your own school district activities. I felt that the most insightful and counter-intuitive response was to "view problems as rewards." Such opportunities lend themselves to growth in both personal and professional leadership.

As one school year concludes plans and preparations begin anew for the next school year. As we head into the summer months please be sure to be mindful of the "life - work" balance and take the time you need to better position yourself to care for others. Consider attending the 2019 WASDA Summer Legal Seminar in Sturgeon Bay on July 24 to 26. This is a great way to refresh your knowledge of pertinent and emerging school legal matters and is held in a wonderful, relaxing setting among peers. Don't view it as a selfish act. View this as your own approach to better preparing to serve others. After all, this is what we have been called to do.

Respectfully,

Dr. Steven M. Bloom, District Administrator
Palmyra-Eagle Area School District
WASDA President
sbloom@peasd.org

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Executive Director’s Message
June 2019

Dr. Jon Bales

“Some Work Concluding, Some Work in Progress”

Please click on the link below to hear a message from Jon.

CLICK HERE.

Please send your comments and questions to Jon - jbales@wasda.org.

2019 FALL SUPERINTENDENTS CONFERENCE
Presented by WASDA
in cooperation with the
Wisconsin Department of Public Instruction
Carolyn Stanford Taylor, State Superintendent

SEPTEMBER 18-20, 2019
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THANK YOU TO THE 2018-2019 WASDA BOARD OF DIRECTORS!

WISCONSIN ASSOCIATION OF SCHOOL DISTRICT ADMINISTRATORS
Board of Directors
July 1, 2018 - June 30, 2019

FIRST ROW: Annette Thompson, CESA #6; John Zegers, CESA #7; Jon Bales, WASDA Executive Director; Cindy Zahrte, CESA #4/WASDA President-elect; Wayne Anderson, CESA #2-East

SECOND ROW: Michelle Jensen, CESA #2-West; Larry Quimette, CESA #9; Bryce Bird, CESA #3; Steve Bloom, WASDA President.

THIRD ROW: Todd Gray, Large School Rep.; Kurt Lindau, CESA #12; Paul Schley, CESA #10; Blake Peuse, CESA #1; Nick Ouellette, CESA #11.

MISSING: Greg Nyen, CESA #5 and Todd Carlson, CESA #8.
The Wisconsin Association of School District Administrators (WASDA) has worked directly with some of the most prestigious school law firms in the state to set up this year's summer **LEGAL ISSUES SEMINAR**. Below is an outline of this year's seminar. Please note that the annual golf outing will again be a pre-conference activity and will be an **11:30 a.m. shotgun start** at the **Horseshoe Bay Golf Club** in Egg Harbor on Wednesday, July 24.

**WEDNESDAY, JULY 24:**

- **5:30 p.m.**  REGISTRATION OPENS

- **6:00 p.m.**  DINNER (*Included with registration fee*)
  - Spouses may register for this meal on the registration form.
  - **Enjoy various stations set up throughout the ballroom featuring prime rib, Door County Cherry Chicken, stuffed shells with meat sauce, beef enchilada casserole, taco pizza and much more!**

- **7:15 p.m.**  **YOU MAKE THE CALL**
  - Again, the Wednesday evening program for the Legal Seminar will involve an informative, yet entertaining, way to learn school law. This year the attorneys will present cases with a set of possible answers and each table will have to select what they believe to be the correct answer. This activity should provide for lots of table discussion and an opportunity to put on your legal thinking cap while debating these legally complex cases with your colleagues.

**THURSDAY, JULY 25:**

- **7:15 a.m.**  **COMPLIMENTARY CONTINENTAL BREAKFAST FOR SEMINAR REGISTRANTS**

- **8:00 a.m.**  SCHOOL AND EDUCATION LAW UPDATE
  - **Presenter: Attorney Kirk Strang of Strang, Patteson, Renning, Lewis & Lacy, s.c.**

- **9:15 a.m.**  BREAK

- **9:30 a.m.**  LABOR AND EMPLOYMENT LAW UPDATE
  - There have been significant court and administrative agency decisions as well as legislative and regulatory actions which will have an impact on your district's employment practices. Steve will provide practical advice regarding implementation of these legislative, judicial and quasi-judicial developments.
  - **Presenter: Attorney Stephen Weld, Weld, Riley, Prenn & Ricci**

- **10:45 a.m.**  BREAK
11:00 a.m. - It's All About the Students
District Administrators are on the front line in responding to student-centered issues that often involve intertwining laws and complex legal considerations. This presentation will aim to provide administrators with practical guidance and legal compliance tips when accepting and denying students under open enrollment, initially responding to allegations of student sexual harassment on and off campus, complying with FERPA and Wisconsin Pupil Records law when releasing video recordings and sharing information with law enforcement, identifying key issues in charter contracts, part-time open enrollment, and early college credit program, and more.
Presenter: Attorney Tess O'Brien-Heinzen, Boardman Clark

12:15 p.m. NOON LUNCHEON (Included in registration fee)
Spouses may register for this meal on the registration form.

1:15 p.m. - LEGAL ISSUES ROUND TABLES
Double your learning about legal issues. WASDA members frequently claim they learn as much from each other at conferences as they do from the speakers. In this session administrators will meet at round tables where they will share experiences on specific legal issues and create questions for a panel of some of the leading school attorneys in the state. Here is a chance to tap the best of both worlds.
Panel: Attorney Steve Weld, Attorney Gary Ruesch, Attorney Kirk Strang, Attorney Mike Julka, and Attorney

2:15 p.m. FREE TIME FOR FAMILY ACTIVITIES

FRIDAY, JULY 26:

7:30 a.m. COMPLIMENTARY CONTINENTAL BREAKFAST FOR SEMINAR REGISTRANTS

8:15 a.m. - SPECIAL EDUCATION PRESSURE POINTS: PREPARING FOR THE 2019-20 SCHOOL YEAR
School Districts are facing great challenges as behaviorally challenging students interface with staff who are often unable or seeming unwilling to implement IEPs, 504 Plans or other interventions. Trauma, mental health, and other factors increasing lead to disruption, safety concerns, bullying, and harassment in schools. This presentation will review the liability of the school district as well as that of students, their parents, and staff. Appropriate disciplinary (employee and student)options, student placement, and service options will be reviewed. Gary will address, safety, preventive, and investigative measures, best practices, as well as the application of relevant board policies. Finally, Gary will provide recommendations to assist school officials in responding to recent Department of Education Guidance and relevant case law.
Presenter: Attorney Gary Ruesch, Buelow Vetter Law Firm

9:30 a.m. BREAK
COMPLIANCE: LEGAL PRINCIPLES AND BOARD POLICIES REQUIRE THE DISTRICT TO DO WHAT?

So many of the "teachable moments" that arise out of the review of statutes, regulations, and court decisions dictate what can't be done, or give direction with regard to interpretations, strategies, or techniques for future conduct. However, there are legal sources applicable to school boards and school districts which simply mandate compliance with a specific directive. In addition, board policies and administrative guidelines often include such mandates, particularly directed at the District Administrator. This presentation will highlight some of the most important compliance mandates with the objective of creating an "audit checklist" for each district.

Presenter: Attorney Michael Julka, Boardman Clark

11:00 a.m. SEMINAR ADJOURNS

A Word for WASDA Superintendents from the Consortium for School Networking (CoSN)

By CoSN via Jennifer Lotze, WETL

TOPIC: Digital Equity

The Consortium for School Networking (CoSN) and its Wisconsin state affiliate chapter, Wisconsin Educational Technology Leadership are honored to support the work of current and aspiring superintendents and district leadership teams in leading all aspects of digital learning transformations. Last month we addressed the issues involved with Strategic Technology Planning And Investment.

This month we focus on "Closing the Homework Gap: Digital Equity Strategies for Learning Beyond the Classroom". Just over 20 years ago, the E-rate program was created to provide basic Internet connectivity for all classrooms. Since that time, significant new challenges have emerged. Learning simply doesn't begin and end in the classroom. The promise of anywhere, anytime learning for all students requires that we close the "homework gap" and the widening disconnect that impacts parents and guardians as well. For a quick overview, check out CoSN's one-page document that encourages thinking outside the box to achieve digital equity. Five specific strategies are outlined on the document found at this link:


To access a more in depth study and additional resources, check out CoSN's Digital Equity Toolkit at: https://www.cosn.org/sites/default/files/2018%20Digital%20Equity%20Toolkit%20FINAL_0.pdf.

CoSN has partnered with edWeb to provide a monthly webinar series on topics essential for leading digital transformations. School superintendents serve as panelists on each webinar and share their stories and expertise. Every webinar is recorded for viewing by those who are not able to join the live broadcast. The title of the June 10, 2019 webinar (scheduled for 5:00 pm ET) is "Closing the Homework Gap: Digital Equity for All Students". Learn more and register for this free webinar at: https://home.edweb.net/webinar/supers20190610/

If your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact Brian Calvary, CAE, CoSN Director of Membership and Chapters, at bcalvary@cosn.org.
Wisconsin public school districts face unprecedented challenges and opportunities. The attorneys at Strang, Patteson, Renning, Lewis & Lacy, s.c., are dedicated to helping you meet the challenges and take advantage of the opportunities.

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WASDA FIRST YEAR SUPERINTENDENTS ACADEMY
WORKSHOP I
Sponsored by

JULY 31-AUGUST 1, 2019
HOLIDAY INN - STEVENS POINT

WEDNESDAY, JULY 31:

11:30 a.m. Registration

12:00 p.m. Welcome Luncheon
   Jon Bales, Executive Director, WASDA

12:30 p.m. What is WASDA?
   Jon Bales, Executive Director WASDA

12:45 p.m. Break

1:00 p.m. General Session

   Introduction to the Academy
   Kathleen Cooke (WASDA Academy Facilitator/KCMG Consulting)

   • Introduction of New Superintendents
   • Introduction of Academy Support Team
     • Joe Donovan, President, Donovan Group
     • Drew Howick, Practice Director, Howic Associates
     • Michael Gallagher, KCMG International LLC
   • Academy Format, Goals and Participant Knowledge and Practice Objectives
   • Reflection on Practice/Data Collection Component - "To What Degree Have Academy Objectives Affected Thinking and Practice?"
   • Introduction of Coaches
   • Overview of Coaching and Mentoring
   • Completion of KWL (What do I KNOW? What do I WANT TO LEARN?)

2:00 p.m. What is Policy Governance?
   Effective school boards fulfill their responsibilities through policy governance. Learn how the board adopts policy to define the organization's values, identify parameters for decision making and delegate responsibility to the administrative team.
   Jon Bales/Kathleen Cooke
2:30 p.m.  Creating and Posting Board Agendas: Dos and Don'ts
This session will provide an introduction to the basics of creating and posting school board agendas in compliance with open meetings requirements and related state statutes. Topics will assist in assessing your current practices and ensuring legal compliance for regular school board meetings as well as expulsions hearings and other special meetings of the school board.

Attorney Kirk Strang; Strang, Patteson, Renning, Lewis & Lacy s.c.

3:15 p.m.  Break and Lifetouch Photo Session

3:30 p.m.  Strategies for Promoting Effective Board/Superintendent Relationships
The superintendent is in a key position to assist the board to fulfill their governance responsibilities, reduce micromanagement and avoid conflict between the board and administrative team. Learn strategies for promoting effective board superintendent relationships that are used by the most seasoned, successful leaders.

Kathleen Cooke/Jon Bales

4:30 p.m.  Break and Lifetouch Photo Session

5:00 p.m.  Reception/Networking

6:00 p.m.  Dinner/Networking

8:00 p.m.  Adjourn for the Day

Thursday August 1:

7:15 a.m.  Breakfast/Networking

8:00 a.m.  Superintendent/Board Relations - Building an Effective Team
This activity will model, through active participation, facilitation and engagement strategies superintendents can implement to promote effective board operations and thoughtful decision making.

Jon Bales and Drew Howick

9:30 a.m.  Break

9:45 a.m.  School Business Essentials and School Finance Ed Camp
The school finance team from Robert W. Baird Co will review key school finance variables and provide for each district, customized "need to know" school finance information for analysis, insight and increased understanding.

Baird School Finance Team

11:45 a.m.  Lunch/Networking

12:30 p.m.  Effective Communications
Effective communications are the foundation for relationships and decision-making. Learn principles of communication that will promote your initiatives while engaging your stakeholders.

Joe Donovan, President, The Donovan Group
1:30 p.m.  **Know your Annual Meeting Laws**
State Statutes require all common school districts to hold an annual meeting. Are you ready? Attorney Ruesch will share important reminders and tips to make your annual meeting a success. *Attorney Gary Ruesch, Buelow Vetter*

2:15 p.m.  **Break**

2:30 p.m.  **Building Your 100 Day Plan**
A new Leader's performance during the first 100 days is crucial. It signifies capacity in relationship building, organizational skills, vision, executive presence, accountability, work ethic, and character. Participants will collaborate with early career superintendents to identify top priorities for their first 100 days. (Special guests: Marggie Banker - Montello, Paul Mielke - Oconomowoc, Diane Tremblay - Baron, Brad Saron - Sun Prairie) Note: These are the people invited...have not heard confirmation from each yet. We can send the agenda out without the names at this point. *Kathy Cooke, Jon Bales and Early Career Superintendents*

3:30 p.m.  **General Q&A: First Year Superintendent Needs**

4:00 p.m.  **Adjourn**
School administrators need skillful support from leaders of teaching and learning; leaders who believe in coaching as a vehicle for developing exemplary leadership. The Professional Growth Coaching for Leaders Academy, presented by WASDA and AWSA, will equip superintendents, central office leaders and others who directly support principals with the tools and practices that enhance principal performance in leading schools of equity and excellence for student success. The overarching goal of the Academy is to assist with the development of instructional leadership skills that deliver breakthrough results for all students.

Knowledge Objectives:

1. Identify strategies to determine best practices in teaching and learning.
2. Understand how to use evidence of principal practice to identify next steps of leader improvement that foster a positive educational environment and support the diverse cultural and learning needs of students.
3. Learn a process for determining local academic priorities and problems of practice.
4. Understand how to identify a shared problem of practice and recognize strategies to impact change.

Practice Objectives:

1. Analyze coaching conversations and scenarios for effectiveness and intended impact.
2. Promote reflection on impact by engaging leaders in coaching simulations that use targeted questioning and conversation strategies.
3. Engage in a relationship with a principal for the purpose of practicing and analyzing coaching skill.
4. Facilitate coaching conversations that ensure equity and excellence in schools.

The Academy will include four (4) full-day sessions and the sessions are intended to build upon each other. Registration will cover attendance for all four dates and will open in July.

2 Locations:

**Holiday Inn Madison at the American Center**  
Thursday, October 17, 2019  
Wednesday, November 20, 2019  
Wednesday, January 8, 2020  
Friday, March 20, 2020  

**Holiday Inn-Stevens Point**  
Friday, October 18, 2019  
Friday, November 22, 2019  
Tuesday, January 7, 2020  
Thursday, March 19, 2020
GETTING SCHOOL FINANCE RIGHT: FROM THE BUDGET TO THE LEVY

MONDAY, OCTOBER 21, 2019- HOLIDAY INN-STEVEN'S POINT
TUESDAY, OCTOBER 22, 2019 - WASDA SCHOOL LEADERSHIP CENTER - MADISON
9 a.m. - 2 p.m.

WASDA is pleased to announce that it will be hosting two workshops entitled "Getting School Finance Right: From the Budget to the Levy." These workshops will be conducted by the DPI School Finance Team. Although open to all, this "how to do it from the ground up" workshop is geared toward new administrators or those with less than 3 years' experience. It will include:

- A detailed discussion and hands-on practice of the 2018-19 revenue limit calculation
- What to do with the October 1st Equalized Property Valuation from DOR and the October 15th General Aid Certification from DPI
- Determining the impact of the exempt business computer valuation ("Computer Aid")
- Conceptual overview of Equalization & Special Adjustment Aid (General Aid)
- How the pieces all fit together (revenue limit/general aid/levy; equalized property valuation/levy/mill rate

The extended time will allow participants to use their own district's numbers to do the various calculations with hands-on help from the School Finance Team. The goal is for you to be confident in your budget, revenue limit and general aid numbers so the board can certify your district's levy correctly. **This is your opportunity to make sure you're getting it right!**

Items to bring with you to the workshop:

- A laptop computer
- Your district's 2018-2019 final revenue limit worksheet*
- Your district's Oct. 15th Certification of 2019-20 General Aid from DPI*
- Your district's September membership count, including 2019 summer school*
- Your district’s 2019 Equalized Values received October 1 from Department of Revenue*

*This information will be available on the SFS Team website so districts may choose to bring a hard copy or simply access the information online while at the workshop.

REGISTRATION OPENING SOON!

Please call the STEVENS POINT HOTEL & CONVENTION CENTER at 715/344-0200 to reserve a sleeping room for the evening of October 20.

NEW SUPERINTENDENTS

If you are leaving your district, please be sure to notify the WASDA office of the name of the new person who will be assuming the superintendency. If the new person is either new to the superintendency or new to the state of Wisconsin, be sure to have them hold the dates of July 31-August 1 for the first New Superintendents Workshop for the 2019-20 school year, which will be held at the Holiday Inn-Stevens Point.
2020 National Superintendent of the Year Program

About the Program
Now in its 33rd year, the National Superintendent of the Year® Program pays tribute to the talent and vision of the men and women who lead our nation's public schools. This program is sponsored by First Student, AIG Retirement Services and AASA. Download the FAQ here.

Eligibility
Any AASA Affiliate Association State Superintendent of the Year® who plans to continue in the profession may be nominated. This program is designed to recognize the outstanding leadership of active, front-line superintendents. It is not recognition of service at retirement or a program to reward current state or national leaders.

Selection Criteria
Each candidate for the National Superintendent of the Year® Award must first be named by their state association as the State Superintendent of the Year.

Each State Superintendent of the Year is judged on the following criteria:

Leadership for Learning – creativity in successfully meeting the needs of students in his or her school system.
Communication – strength in both personal and organizational communication.
Professionalism – constant improvement of administrative knowledge and skills, while providing professional development opportunities and motivation to others on the education team.
Community Involvement – active participation in local community activities and an understanding of regional, national, and international issues.

STATE APPLICATION INFORMATION:

Nominations for both the STATE and the NATIONAL award must be completed online.
NOTE: to be eligible for the AASA National Superintendent of the Year® Award, any nominee must first be awarded their state superintendent of the year designation.

Awards
The AASA National Superintendent of the Year presents a $10,000 scholarship to a student in the high school from which he/she graduated. All state and overseas nominees receive a medallion and are honored at AASA's National Conference on Education.

Staff Contact:
Jennifer Rooney Director, Meetings & Awards
703-875-0709
jrooney@aasa.org
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Look Before You Leap:
Workers’ Compensation Owner Direct Insurance Programs (“ODIP”)

Authored by Gänder Consulting Group, Inc., on behalf of the WASB Insurance Plan

Topic Objectives:

1. What is an ODIP?
2. Why might an ODIP be useful to a school district?
3. How is an ODIP structured?
4. Of what items should a school district be aware before entering into an ODIP?

With an eye toward trying to do more with less, district budgets have been tweaked, squeezed and pinched. Creativity only goes so far, but you may have recently heard about ODIPs, also sometimes referred to as wrap-ups, which piqued your interest, and are offered as a way to reduce the final cost of construction projects.

What is an ODIP?

An ODIP allows a DWD-approved construction project owner-school district to receive bids net of workers’ compensation (“WC”) insurance expenses. In return, the successful contractors each receive a project-specific WC policy purchased by the project owner-school district.

Theoretically, focusing on the project’s safety may result in better than average (lower) WC claim losses, which are reflected in savings passed back to the school district.

Wisconsin Administrative Code DWD 80.61 describes the obligations of all parties involved in an ODIP. DWD has the authority to approve, or deny, the use of an ODIP. Only construction projects with a completed value of $25M and estimated standard WC premium of $250,000 are eligible for consideration by DWD.

Why might an ODIP be useful to a school district?

The impetus for an ODIP should be implementing a better-than-average project safety program. Fewer claims mean fewer injuries, construction interruptions and greater overall project efficiency.

If WC claims are less than expected, the savings between WC premiums paid by the district for the individual contractors’ WC policies and the typical WC premium expenses included in a bid may accrue to the district.
How is an ODIP structured?

Of what items should a school district be aware before entering into an ODIP?

1. SD project owners are obligated to pay the contractor’s injured employees’ WC claims if a coverage dispute arises between the contractor’s two WC insurance companies. See DWD 80.61 (3) (C) 2.f.

2. SD project owners must annually reimburse DWD for the costs it incurs because of the ODIP. Annual expenses have been as low as $3,000 and as high as $10,000. See DWD 80.61 (3) (C) 2.a.

3. The district must prove to DWD it has the authority to implement an ODIP. See DWD 80.61 (2) (a) 2.

4. DWD determines whether a district has the knowledge and capacity to appropriately implement and oversee a project’s safety plan.

5. There is no guarantee an ODIP will save the district money.
**Conclusion:** ODIPs, also known as wrap-ups, may offer the opportunity for a district to enhance safety on its large construction projects. However, ODIPs require the upfront and annual commitment of time and money, and there is no guarantee using an ODIP will save the district money. So...look before you leap!

If you have questions about this article, contact one of the WASB Insurance Plan’s Endorsed Insurance Agencies at [https://wasb.org/wasb-insurance-plan/](https://wasb.org/wasb-insurance-plan/).

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Free Makerspace Guide for Furniture and Space Planning

You’ve decided to create a makerspace, but what comes next? Figuring out how it’s going to look can be a challenge. This free guide makes it easy to visualize your new space and choose the right furniture to meet the needs of your users.

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