December, 2011

The Negative Impact of SB 275 and AB 353: Wisconsin Technical College District Board Representation of Employers and Taxpayers

Wisconsin technical colleges and their governing district boards oppose SB 275 and AB 353.

The Board Appointment Process

Wisconsin technical college district boards are appointed in a public and competitive process by public bodies comprised of local elected public officials. Since 1911, board members have been selected to represent the world of work: local business and industry, the district’s employers and employees, local elected officials, and local K-12 school leaders.

The board appointment process is conducted by public bodies comprised of the college district’s constituent county board chairs (for 13 college districts) and school board presidents (for 3 districts). Applicants respond to well-publicized public notices. Each applicant must submit a detailed résumé, letters of recommendation and an affidavit of eligibility. Each applicant must then appear and be interviewed in a public hearing. Any member of the public may also appear at these hearings.

Appointments are based on categories of service described below and must also fit a local “plan of representation” which is crafted in public by the appointment authority each year to assure the appointments best represent the district’s demographics and needs. Appointments are for staggered 3-year terms and incumbents must go through the full process to be considered for a subsequent term. The statewide median date of first appointment among all 2011-2012 district board members is 2007.

The Bills’ Negative Impact

SB 275 and AB 353 would make a large number of board members ineligible to continue serving, and would prohibit talented individuals from serving in the future. This is the case despite the fact they represent key employers, economic development leadership, and many key technical career training areas. These bills would fundamentally change the composition of
technical college district boards. While the bills are intended to increase the boards’ representative nature, they would have the opposite effect.

Current 9-member boards are comprised of:
- 2 Employers
- 2 Employees
- 3 At-large/Additional members representative of the district
- 1 Elected state or local official, and
- 1 School district administrator

These bills require boards instead be comprised of:
- 6 “Business persons”
- 1 At-large/Additional member
- 1 Elected state or local official, and
- 1 School district administrator

Under the bill definitions, “business person” is limited to an employee, owner, director or manager or retiree of a:
- for-profit business;
- non-profit hospital, clinic or healthcare organization or facility; or,
- state or federal credit union.

Ineligible Employers/Employees/Retirees under the Restrictive “Business Person” Definition

If passed, a large number of current board members would be ineligible to serve except as the board's single additional member. Among others, the 6-member business person board majority would exclude persons who work for or are retired from the following types of employers and positions:
- Economic development organizations, workforce development boards, chambers of commerce, and other community-based organizations and not-for-profit groups;
- Police, fire, EMT, and other public safety and health officers and all other employees of municipalities, counties, villages and towns;
- Cooperatives, including those in farm, agri-business and dairy production, and others such as public cooperative electric, water, sewer and telecommunications utilities;
- Tribal and Native American nation employees including gaming industry employees;
- Not-for-profit insurance, mutual benefit and fraternal organizations;
- Trade association employees and officials, including those representing business and industry such as Wisconsin Manufacturers and Commerce, the National Federation of Independent Businesses, and Wisconsin Economic Development Association;
- Groups such as employees of the Boy Scouts, Girl Scouts, Boys and Girls Clubs, and YMCA andYWCA;
- Charitable organizations and foundations such as the United Way, Goodwill Industries, St. Vincent de Paul, private and public foundations, and other charitable and philanthropic groups;
- All religious orders and organizations;
• Veterans organizations such as the VFW and the American Legion;
• U.S. Military employees including career members and civilian employees, military
recruiters and the Veterans Administration;
• The State of Wisconsin, including public health, veterans, workforce development,
human services, UW (all institutions including Extension), natural resources, corrections,
transportation, State Patrol, agriculture, and other agencies;
• Federal government and federal agency employees including the FBI, USDA, Forest
Service and all others;
• School districts, including counselors, teachers, technical education directors, principals
and other staff and administrators;
• Labor organizations/unions employees and officials;
• Faculty and staff of most private colleges and universities (all institutions other than for-
profit/proprietary schools);
• Not-for-profit child care organizations, pre-schools and child welfare entities;
• Retired school superintendents/administrators not serving in the school administrator
position; and
• Elected local and state public officials not serving in the elected official position.

Despite Dozens of CEOs, Presidents, Vice Presidents and Directors Already Serving, 1/3 of
All Current Board Members Fall Outside the Bills’ “Business Person” Definition

Based on 2011-12 district board membership, 1/3 of all current board members (48 of 144) do
not meet the bills’ restrictive “business person” definition. This is 57% (48 of 112) of the public
officials serving in the 7 employer, employee and at-large board positions. This would affect 15
of 16 current college boards and affects up to 5 of 9 current members of individual existing
district boards.

A table of current board members including employment and business leadership positions is
attached to this document. The table presents two crucial sets of data:

• First, the table details the 48 current members who do not meet the new bill definition.
Each is eligible now for at least 5 of 9 board seats. Each would be eligible for just 1 of 9
seats under the bills. This single seat would come up for appointment once each 3 years.
These members represent economic development leaders, Tribal officers, education
experts, law enforcement professionals, and many others. The types of employers,
employees and retirees no longer able to serve cover numerous important district
employers with large employee groups trained by technical colleges. They also represent
key community and education partners and service groups.

• Second, the table lists the exceptional range of business and industry leadership already
serving on district boards. This includes at least 16 business CEO/presidents, 11 business
owners, and 16 vice presidents and directors. At least 17 board members (already
meeting the bill definition of business person) are leaders in the manufacturing sector.
Another 13 are leaders in the healthcare/occupations sector.
Arbitrary Distinctions Between Employers

The bills would also serve to make arbitrary distinctions among similar jobs at different employers. An insurance professional would or would not qualify depending on the type of company at which they work. Wisconsin is home to many fraternal, non-profit insurance concerns. Employees of these organizations would not qualify, while employees of a for-profit insurance company would. A supervisor for a private electric utility could serve, but a person in the same position with a municipal electric cooperative could not. A manager of a private dairy processing facility could serve but not the same employee at a local dairy cooperative. The director of food services for a large university or corrections facility would not qualify for the six business board seats, but the manager of a private restaurant would. Both hire and supervise graduates of the same programs.

The existing district board governance model assures that technical colleges have representative and responsive boards made up of individuals who represent the real world of work. This bill would limit the diversity of individuals serving on boards, and would needlessly eliminate representation of many important community interests. It would make boards less, not more, responsive to the programs offered and taxpayers served.

Finally, current district boards represent only the tip of the external representation that is the hallmark of our technical colleges. Every program at every technical college is guided by an external advisory committee. The majority of these 6,000 advisors statewide come from the workplaces served by our programs. District boards rely on these advisors in establishing, evolving and assessing all college programs.

Conclusion

There is simply no other college system in the nation or form of local government we know of that is already as well-represented by manufacturers and business owners and leaders as are our Wisconsin technical college district boards. These bills do a disservice to a century of excellent representation by failing to recognize the breadth of important business and community leaders who would be eliminated from eligibility to serve. They also do a disservice by undervaluing the extent to which private business owners and leaders are already so well represented on these boards.

If a legislator wishes to know more about, or contribute to, the local appointment process, we encourage him/her to contact the chair of the local appointment committee or committee members, or appear at an appointment hearing. This may be a more effective way to provide input to the board appointment process in lieu of bills that have significant negative impacts, and create significant unintended consequences.

For more information, contact Paul Gabriel, Wisconsin Technical College District Boards Association, 608 266-9430, pgabriel@districtboards.org.
December, 2011

**Wisconsin Technical College District Boards 2011-2012**  
Impact of AB 353 and SB 275 Altering District Board Composition

Each Wisconsin technical college district board is comprised of 9 representative business and community leaders, as follows:

- 2 Employer, 2 Employee, and 3 At-large positions (AB 353/SB 275 eliminates these positions and replaces them with 6 “Business Person” positions and 1 At-large position) and
- 1 Local or State Elected Official and 1 School District Administrator (not affected by the bills).

The bill definition of “business person” would affect 43% (48 of 112) of current employer, employee and at-large board members despite their representation of important district interests and employers:

**Current Board Members** (Employer, Employee and At-large Categories) **Not Meeting the Bill Definition of “Business Person”**

<table>
<thead>
<tr>
<th>Title</th>
<th>Employer</th>
<th>Residence/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Deputy</td>
<td>Rock County Sheriff</td>
<td>Janesville/Blackhawk</td>
</tr>
<tr>
<td>Lieutenant (retired)</td>
<td>Wisconsin State Patrol</td>
<td>Janesville/Blackhawk</td>
</tr>
<tr>
<td>Director (retired)</td>
<td>UAW (GM Employee) Training Facility</td>
<td>Janesville/Blackhawk</td>
</tr>
<tr>
<td>Economist/professor (retired)</td>
<td>University of Minnesota; Economic Advisor to Assistant Secretary of the Army (Pentagon)</td>
<td>Monroe/Blackhawk</td>
</tr>
<tr>
<td>Business Development</td>
<td>Eau Claire Area Economic Development Corporation</td>
<td>Eau Claire/Chippewa Valley</td>
</tr>
<tr>
<td>Nursing Instructor (retired)</td>
<td>Chippewa Valley Technical College</td>
<td>Eau Claire/Chippewa Valley</td>
</tr>
<tr>
<td>Teacher (retired)</td>
<td>Appleton School District</td>
<td>Appleton/Fox Valley</td>
</tr>
<tr>
<td>Referee (and retired nursing professor)</td>
<td>WIAA</td>
<td>Appleton/Fox Valley</td>
</tr>
<tr>
<td>President</td>
<td>Kenosha Area Business Alliance</td>
<td>Appleton/Fox Valley</td>
</tr>
<tr>
<td>Director, Buildings and Grounds</td>
<td>Burlington Area School District</td>
<td>Burlington/Gateway</td>
</tr>
<tr>
<td>Teacher</td>
<td>Burlington Area School District</td>
<td>Burlington/Gateway</td>
</tr>
<tr>
<td>Business Representative</td>
<td>Regional Council of Carpenters</td>
<td>Kenosha/Gateway</td>
</tr>
</tbody>
</table>
Executive Director
Huber/Employment Coordinator
Skills Training Specialist
Director/Assistant Dean Coordinator
Business Representative (retired)
Division Administrator (retired)
President
Director/Associate Researcher
CEO (retired)
Executive Director
Professor, Reading/Literacy (retired)
School Administrator (retired)
Manager
Office Coordinator
Captain (retired)
Program Coordinator, Career & Technical Education
Sector Chief (former Warden, Fox Lake Correctional Facility)
Human Services Supervisor (retired)
Tribal Administrator
Deputy Director, Finance & Personnel
Guidance Counselor (retired)
Diversity Affairs Director (retired)
Corporate Trainer
Instructor
President
Librarian Aide (retired)
Membership Development Director
Clerk of Circuit Courts (retired)
Community Services Director
Community Volunteer

Partners for Community Development (Hispanic American Assistance Center, etc.)
Sheboygan County Sheriff/County Jail
Hmong Mutual Assistance Association
UW-Oshkosh School of Nursing
Manitowoc County Emergency Services
Sheet Metal Workers
Workers Compensation, DWD
South Central Federation of Labor
UW-Madison
CESA #2
Fort Memorial Hospital Foundation
UW-Stevens Point
Adams-Friendship Schools
Hillside Family Resource Center
HIRE (Help in Re-Employment) Center, Private Industry Council, Workforce Development Board
Milwaukee Fire Department
Milwaukee Public Schools
Department of Corrections
Dodge County
Lac du Flambeau Tribe
Great Lakes Inter-Tribal Council
Elcho School District
Marathon County
Church Mutual Insurance Company
Luxemburg-Casco School District
Greater Green Bay Labor Council
Shawano Public Library
Waukesha County Business Alliance
Waukesha County
Great Rivers United Way
(various)

Sheboygan/Lakeshore
Sheboygan/Lakeshore
Plymouth/Lakeshore
Manitowoc/Lakeshore
Kiel/Lakeshore
Fitchburg/Madison
Madison/Madison
Madison/Madison
Helenville/Madison
Fort Atkinson/Madison
Stevens Point/Mid-State
Friendship/Mid-State
Milwaukee/Milwaukee Area
Milwaukee/Milwaukee Area
Milwaukee/Milwaukee Area
Ripon/Moraine Park
Beaver Dam/Moraine Park
Lac du Flambeau/Nicolet Area
Lake Tomahawk/Nicolet Area
Elcho/Nicolet Area
Weston/Northcentral
Merrill/Northcentral
Luxemburg/Northeast Wisconsin
Green Bay/Northeast Wisconsin
Shawano/Northeast Wisconsin
Waukesha/Waukesha County
Brookfield/Waukesha County
Onalaska/Western
Viroqua/Western
Community Volunteer (various) Black River Falls/Western
District Administrator School District of New Richmond New Richmond/WI Indianhead
Teacher and coach (retired) St. Croix Falls Schools St. Croix Falls/WI Indianhead
4-H Youth Development Agent Cooperative Extension/Sawyer County Cable/Wisconsin Indianhead
President/CEO Superior Chamber of Commerce Superior/Wisconsin Indianhead

**Current Business Leader Board Members** (Employer, Employee and At-large Categories) **Meeting the Bill**

Definition of “Business Person”

The following 64 (of 112) members already meet the definition of “business person.” Without AB 353/SB 275, we believe technical college district boards already include proportionally more top business leaders than any other form of public office:

<table>
<thead>
<tr>
<th>Title</th>
<th>Employer</th>
<th>Residence/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Owner</td>
<td>Creative Photography</td>
<td>Monroe/Blackhawk</td>
</tr>
<tr>
<td>Sales Person</td>
<td>Bunbury &amp; Associates Realtors</td>
<td>Edgerton/Blackhawk</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>St. Mary’s Janesville Hospital</td>
<td>Janesville/Blackhawk</td>
</tr>
<tr>
<td>Manufacturing Consultant</td>
<td>Self-employed</td>
<td>Chippewa Falls/Chippewa Valley</td>
</tr>
<tr>
<td>Owner</td>
<td>Capital Appraisal &amp; Consulting, O-W Realty</td>
<td>Withee/Chippewa Valley</td>
</tr>
<tr>
<td>Project Coordinator</td>
<td>UW Health, Eau Claire Family Medicine</td>
<td>Eau Claire/Chippewa Valley</td>
</tr>
<tr>
<td>Owner</td>
<td>Culver’s Restaurants (Hudson, Menomonie),</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Insurance executive (retired)</td>
<td></td>
</tr>
<tr>
<td>President</td>
<td>Durand Builders Service, Inc.</td>
<td>Durand/Chippewa Valley</td>
</tr>
<tr>
<td>Vice President/Plant Manager</td>
<td>Walker Forge, Inc.</td>
<td>Neenah/Fox Valley</td>
</tr>
<tr>
<td>Agent</td>
<td>Primerica</td>
<td>Menasha/Fox Valley</td>
</tr>
<tr>
<td>Pipefitter</td>
<td>Appleton Papers</td>
<td>Menasha/Fox Valley</td>
</tr>
<tr>
<td>President/CEO</td>
<td>Employment Resources Group</td>
<td>Appleton/Fox Valley</td>
</tr>
<tr>
<td>President/CEO</td>
<td>Community First Credit Union</td>
<td>Appleton/Fox Valley</td>
</tr>
<tr>
<td>Operations Manager MVD</td>
<td>ABB Group (Power and automation technologies)</td>
<td>Racine/Gateway</td>
</tr>
<tr>
<td>Managing Member</td>
<td>The Peter Scherrer Group (real estate/development)</td>
<td>Lake Geneva/Gateway</td>
</tr>
<tr>
<td>Director, International/Latin America (retired)</td>
<td>Snap-on, Inc.</td>
<td>Kenosha/Gateway</td>
</tr>
</tbody>
</table>
Vice President: LDI Industries, Inc. (Lube Devices, Flodar, Hydra Tool, Vescor) located in Manitowoc/Lakeshore.

Senior VP, Human Resources: UW Hospital & Clinics located in Stoughton/Madison.

Owner: Big Mountain Enterprise located in Monona/Madison.

President: Pointe Precision LLC (CNC Machining) located in Stevens Point/Mid-State.

Vice President – Patient Services: Riverview Hospital Association located in Wisconsin Rapids/Mid-State.

Medicare Advantage Program Coordinator: Security Health Plan/Marshfield Clinic located in Marshfield/Mid-State.

Director of Human Resources: Abbyland Foods, Inc. located in Wisconsin Rapids/Mid-State.

Safety & Health Coordinator (retired): ERCO Worldwide (USA), Inc. located in Neenah/Mid-State.

President: Molded Dimensions (Engineered Elastomer Solutions) located in Whitefish Bay/Milwaukee Area.

Attorney: Self-employed located in Shorewood/Milwaukee Area.

Vice President, World of Work Solutions: ManpowerGroup, Inc. located in Milwaukee/Milwaukee Area.

Patient Care Director: West Bend Clinic located in Colgate/Moraine Park.

Estimator/Project Manager: Steiner Electric, Inc. located in West Bend/Moraine Park.

Owner/Program Development Manager: TeamTech/Versevo (Advanced Manufacturing Machine Tooling Consulting) located in Kewaskum/Moraine Park.

Vice President, Private Banking: National Exchange Bank and Trust located in Fond du Lac/Moraine Park.

Quality Control (retired): Alliance Laundry Systems located in Brandon/Moraine Park.

President: Reach & Schwaiger LTD., CPAs located in Eagle River/Nicolet Area.

Human Resources Manager: Packaging Corporation of America located in Tomahawk/Nicolet Area.

Employee: Tahoe Lynx Golf Course (seasonal) located in Mercer/Nicolet Area.

President/CEO: Superior Diesel, Inc. located in Rhinelander/Nicolet Area.

Director, Patient Services/Quality, Chief Nursing Officer: Langlade Hospital located in Hatley/Northcentral.

Contract Consulting Services/former Mayor: Self-employed/City of Spencer located in Spencer/Northcentral.

President: Amron, A Division of AMTEC Corporation located in Antigo/Northcentral.


President/Owner: REI Engineering, Inc. located in Wausau/Northcentral.

Attorney: Self-employed located in Green Bay/Northeast Wisconsin.

Owner: NEW Rehabilitation Services located in Oconto Falls/Northeast Wisconsin.

Director of Human Resources (retired): Enstrom Helicopter Corporation located in Marinette/Northeast Wisconsin.

CEO: Phillips Corporation located in Sturgeon Bay/Northeast Wisconsin.

President: REI Engineering, Inc. located in Livingston/Southwest Wisconsin.

President: Jim’s Building Center, Inc. located in Darlington/Southwest Wisconsin.

Driver: Riverside Logistics located in Boscobel/Southwest Wisconsin.
Registered Nurse  
Owner  
President/CEO  
Director of Human Resources  
President/CEO  
President/CEO  
Vice President  
Coach/Facilitator  
President  
Vice President/Business Banker  
Vice President, Business Operations  
Project Specialist  
Business Development Consultant  
Owner  
Community Relations Coordinator  
Broker Associate/Salesperson  

Doctor’s Park Clinic  
Moyer Dairy  
American Bank & Trust  
The Richland Hospital, Inc.  
Fairway Transit, Inc.  
Wisconsin Amusement Concepts, Dynasty Food Group, Dynasty Property Management  
Waukesha State Bank  
Be! Business Growth Consulting  
Stanek Tool Corporation  
M&O BMO Financial Group  
United Health Care/UMR/Midwest Security Ins.  
TreuSolutions, Inc.  
Jim’s Barbers  
Murphy Oil USA, Inc.  
Coldwell Banker Brenizer, Realtors  

Darlington/Southwest Wisconsin  
Barneveld/Southwest Wisconsin  
Lancaster/Southwest Wisconsin  
Richland Center/Southwest Wisconsin  
New Berlin/Waukesha County  
Brookfield/Waukesha County  
Dousman/Waukesha County  
Oconomowoc/Waukesha County  
Pewaukee/Waukesha County  
Mauston/Western  
Onalaska/Western  
La Crosse/Western  
Sparta/Western  
Ladysmith/Wisconsin Indianhead  
Superior/Wisconsin Indianhead  
Cameron/Wisconsin Indianhead

**Elected Official Board Members Currently Serving** (unchanged by bills)

<table>
<thead>
<tr>
<th>Elected Position</th>
<th>Other Position</th>
<th>Residence/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council member, Beloit City Council</td>
<td>Food Services Director, Aramark Corporation</td>
<td>Beloit/Blackhawk</td>
</tr>
<tr>
<td>Board member, Eau Claire County Board</td>
<td>Medical Clinic Manager (retired)</td>
<td>Eau Claire/Chippewa Valley</td>
</tr>
<tr>
<td>Winnebago County Executive</td>
<td>--</td>
<td>Oshkosh/Fox Valley</td>
</tr>
<tr>
<td>Supervisor, Racine County Board</td>
<td>Racine County Workforce Development Center (retired)</td>
<td>Racine/Gateway</td>
</tr>
<tr>
<td>Village President, Cleveland</td>
<td>Vice President/Cashier, Cleveland State Bank</td>
<td>Cleveland/Lakeshore</td>
</tr>
<tr>
<td>Supervisor, Town of Cross Plains</td>
<td>School Superintendent (retired)</td>
<td>Cross Plains/Madison</td>
</tr>
<tr>
<td>Village Clerk, Village of Junction City</td>
<td>Farmer</td>
<td>Junction City/Mid-State</td>
</tr>
<tr>
<td>District Alderperson, City of Oak Creek</td>
<td>Machinist (retired)</td>
<td>Oak Creek/Milwaukee Area</td>
</tr>
<tr>
<td>Supervisor, Washington County Board</td>
<td>Mayor of West Bend (retired), Executive Director,</td>
<td>West Bend/Moraine Park</td>
</tr>
<tr>
<td></td>
<td>Mid-Moraine Municipal Association</td>
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</tr>
</tbody>
</table>


Supervisor, Oneida County Board  
Exxon/Mobil executive (retired)  
Three Lakes/Nicolet Area

County Coroner, Lincoln County  
Lincoln Co. Sheriff (retired), Owner Proulx’s Professional Services  
Merrill/Northcentral

Sheriff, Florence County  
--  
Florence/Northeast Wisconsin

Council member, Platteville Common Council  
Salesperson, Chester K. Bell Real Estate  
Platteville/Southwest Wisconsin

Board member, Menomonee Falls School Board  
CEO/Owner, Ro-An Corporation (retired)  
Menomonee Falls/Waukesha County

Alderman, City of Sparta  
Senior Marketing & Sales Executive, FPM, Inc., Intercept Technology  
Sparta/Western

Sheriff, Barron County  
--  
Rice Lake/Wisconsin Indianhead

**School Administrators Currently Serving** (position unchanged by bills)

<table>
<thead>
<tr>
<th>Title</th>
<th>School District</th>
<th>Residence/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Administrator</td>
<td>Evansville Community Schools</td>
<td>Evansville/Blackhawk</td>
</tr>
<tr>
<td>School Administrator</td>
<td>Mondovi School District</td>
<td>Eleva/Chippewa Valley</td>
</tr>
<tr>
<td>Superintendent</td>
<td>New London Schools</td>
<td>Fremont/Fox Valley</td>
</tr>
<tr>
<td>District Administrator</td>
<td>Central High School District of Westosha</td>
<td>Pleasant Prairie/Gateway</td>
</tr>
<tr>
<td>Superintendent</td>
<td>Sheboygan Area School District</td>
<td>Sheboygan/Lakeshore</td>
</tr>
<tr>
<td>Superintendent</td>
<td>DeForest Area School District</td>
<td>DeForest/Madison</td>
</tr>
<tr>
<td>District Administrator</td>
<td>Pittsville School District</td>
<td>Marshfield/Mid-State</td>
</tr>
<tr>
<td>Superintendent</td>
<td>Nicolet High School District</td>
<td>Shorewood/Milwaukee Area</td>
</tr>
<tr>
<td>District Administrator</td>
<td>Ripon Area School District</td>
<td>Ripon/Moraine Park</td>
</tr>
<tr>
<td>Superintendent</td>
<td>Crandon School District</td>
<td>Crandon/Nicolet</td>
</tr>
<tr>
<td>District Administrator (retired)</td>
<td>D.C. Everest Area School District</td>
<td>Weston/Northcentral</td>
</tr>
<tr>
<td>Superintendent</td>
<td>DePere School District</td>
<td>DePere/Northeast Wisconsin</td>
</tr>
<tr>
<td>Superintendent (retired)</td>
<td>Platteville School District</td>
<td>Platteville/Southwest Wisconsin</td>
</tr>
<tr>
<td>Superintendent</td>
<td>Kettle Moraine School District</td>
<td>Delafield/Waukesha County</td>
</tr>
<tr>
<td>Superintendent</td>
<td>Independence Public Schools</td>
<td>Independence/Western</td>
</tr>
<tr>
<td>District Administrator</td>
<td>Northwood School District</td>
<td>Trego/Wisconsin Indianhead</td>
</tr>
</tbody>
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