KASB membership is represented by 15 regional vice-presidents. Representation is based on 10 geographical regions with elections held during regional meetings at the annual convention in December. Five additional regions – Regions 11-15 – are comprised of the five member school districts with the greatest full time equivalent student population at the time of regional elections. Representation is selected by each board in those regions.

KASB is a not-for-profit organization located in Topeka, Kansas and dedicated to serving members of governing boards for unified school districts, community colleges, vocational-technical colleges, cooperatives, interlocals and regional service centers.

Kansas Association of School Boards
1420 SW Arrowhead Road Topeka, Kansas 66604-4024
www.kasb.org  785.273.3600  800.432.2471
The Kansas Association of School Boards is proud to support you in your role as a local leader.

KASB dates back to 1917, and while many things have changed in our society and in our Association, the commitment to serving our members in their local mission has remained constant. We believe this February 2020 KASB Annual Report will demonstrate that the Association remains responsive to member's needs, committed to high quality training and service for members and continues to be an effective advocate for your schools at the state and national levels.

KASB’s sole mission is to serve you, our members. We must continue to evaluate every program we offer, every training we do and every service we provide through the lens of its impact on our local boards and leadership teams in their local mission.

As you all know only too well, measuring the impact of a program is far harder than measuring how many people attended a meeting or purchased a product. This annual report seeks to do both. It provides you with a snapshot of the work we do to support our members and a few stories of what the result of that work has been.

The phrase “what have you done for me lately” seems appropriate as we think about our relevancy to our members. In light of that, the KASB Board of Directors and Association staff spent a good deal of time this past year working to update the Association’s strategic plan. The goals seek to enhance the services KASB provides and improve the way we support and develop our members’ skills as local leaders and public education advocates.

One of the many benefits of belonging to KASB is the opportunity to learn from and collaborate with other board members and education leaders across our state. No matter our geographic location, we share a common value: public education.

Uniting in support of a common purpose creates the energy to inspire and energize us as we tackle the complexities of funding our schools and improving our systems. Our board and our staff remain focused on Serving Educational Leaders, Inspiring Student Success.

Shannon Kimball
KASB President
Lawrence USD 497
Board of Education

Dr. John Heim
KASB Executive Director
Membership

KASB MEMBER ORGANIZATIONS
*Kansas State School for the Deaf and the Blind

Serving Education Leaders, Inspiring Student Success

As a member of KASB, you join close to 3,500 governing board members and administrators who share your commitment to public education.

Connecting Members

KASB Governance begins with our members.

- **KASB Board of Directors** consists of the president, president-elect, immediate past president and 15 regional vice-presidents who meet five times a year. Ten regional vice-presidents are elected during regional meetings at the KASB annual conference. The remaining five are appointed by the individual boards of education from the five districts with the largest enrollments in the state.

- **Delegate Assembly**: Member governing boards select one voting delegate and at least one alternate each year to represent them at the Association’s Delegate Assembly. Annual business includes electing the Association’s president-elect designee and discussing and approving legislative priorities for the coming year. The Delegate Assembly can consider amendments to the Association’s Constitution.

- **KASB Governance Committees**: Representatives from the governing boards in each KASB region are appointed each year to the nominating committees for president-elect and regional vice presidents, and to the KASB Legislative Committee.

- **Ad-Hoc Committees**: The KASB Board of Directors forms ad hoc committees to initiate studies of special topics. In the past, topics have included school finance, school efficiency and career-technical education.

- **Workers Compensation Fund Board of Trustees**: The Workers Compensation Fund, Inc. is governed by a board of trustees appointed by the KASB Board. Members of the Work Comp board must be from districts that are a current subscriber of the fund.

KASB provides representation on state government and Kansas State Department of Education committees studying issues such as school accreditation, operational procedures, teacher certification and school funding. KASB is often invited by state agencies to appoint representatives to advisory committees, such as the Governor’s Tax Policy Study Committee, KSDE’s Anti-Bullying Task Force and last year’s KSDE study on teacher shortages.
Supporting the Mission and Vision of KASB

In 2019, the Association restructured several staff positions to ensure goals in leadership, board development and legal services are fully supported.

This included naming Dr. Brian Jordan KASB Deputy Director, with Dr. Doug Moeckel leaving that position to focus on direct support for boards and school redesign training. KASB hired Dr. Britton Hart as leadership services and director of partnerships, spearheading many of our collaboration initiatives.

Angie Stallbaumer, attorney, was named assistant executive director for legal services. Donna Whiteman transitioned to general counsel and assistant executive director of policy development, focusing on state and federal legislation, the impact on Kansas public schools and overseeing board policy updates, audits and reviews.

Other 2019 Highlights

–KASB expanded the number of videos available on our website for members to use to learn more about board governance and boardsmanship, open meetings, social media use by boards and how to structure the board agenda for student success.

–Advocacy staff added live updates during the legislative session and expanded its use of social media to keep members information of breaking news.

–The Association completed maintenance and upgrades to our offices in Topeka to protect this valuable asset. (Learn more about that on the back page of this report.)

–A focus on expanding our capacity to make data driven decisions resulted in the development of a new membership data management process, PinPoint AMS.

Other 2019 improvements are detailed in this report. Members are also encouraged to spend some time on the KASB website kasb.org. And as always, please contact KASB with any questions, comments and suggestions you may have!

Many of the top issues in our state revolve around public education. KASB represents local boards of education on committees and serves as a reliable resource for policy makers and media. Recent examples include the Blue Ribbon Task Force on Bullying; Governor’s Education Council; Vaping Task Force; and presenting testimony on key topics before the legislature such as school finance, school board officer elections, at-risk funding, crisis drills, and more.

Looking Ahead

The KASB Board of Directors and Staff have established the following strategic goals for 2020:

1. Tell the story of education across the state by highlighting districts and schools.
2. Increase opportunities for collaboration among education stakeholders.
3. Enhance relevance to our members and to the vision of public education in Kansas.
4. Develop leadership capacity within all levels of the educational system.
5. Expand use of technology to share accurate information with members and other educational stakeholders.
6. Align programming and resources to current needs in public education.
7. Improve technical operations to support member needs.
8. Expand member use of all KASB products and services.
9. Broaden communication across all areas of the association.
10. Pursue alternative ways to increase revenue to become less reliant on dues.
11. Use participation data to drive future planning of services, workshops and events.
Leadership Services

Whole Board Training ◆ Superintendent & Leadership Search
Strategic Planning & Goal Setting ◆ Leadership Development
Leadership for Tomorrow ◆ Business Operations Leadership Development
Facility & Infrastructure Planning

KASB staff includes professionals with extensive backgrounds in all phases of school leadership and operation. Many board members and administrators find consultation with KASB staff one of the most important services provided by the Association. KASB Leadership Services provides support to members in all phases of boardsmanship, district operations and management in addition to offering a variety of seminars and workshops throughout the year. Staff collaborate with the state department of education in policy development and training for school improvement, evaluation, accreditation and assessment.

Examples of Leadership Services Support
◆ Foundations of Boardsmanship
◆ Threat Assessment and School Safety
◆ Facility Studies and Bond Elections
◆ Human Resources, Transportation, Staffing Levels Studies
◆ Site Council Development

Collaboration and Partnerships The Kansas State Board of Education’s school redesign focus - Kansans Can - creates the vision for the future of Kansas schools. KESA - the state’s school accreditation model - requires districts to set and meet school improvement goals. This work requires boards of education and district leaders to transform their education systems at every level to prepare students for the future.

In the wake of an ongoing shortage of applicants for building and district leadership positions, KASB is expanding partnerships with USA Kansas and local education service centers, in addition to universities and colleges, to prepare teachers and administrators for 21st Century Leadership.

07.01.18-02.15.20
70 ONSITE SPECIALIZED TRAININGS
These include strategic planning and goal setting involving the entire board of education and superintendent.

KASB conducts the majority of superintendent and leadership searches in Kansas.

Kansas Searches FY15-FY19

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>KASB</th>
</tr>
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<tbody>
<tr>
<td>2015</td>
<td>31</td>
<td>87%</td>
</tr>
<tr>
<td>2016</td>
<td>47</td>
<td>85%</td>
</tr>
<tr>
<td>2017</td>
<td>32</td>
<td>84%</td>
</tr>
<tr>
<td>2018</td>
<td>39</td>
<td>79%</td>
</tr>
<tr>
<td>2019</td>
<td>31</td>
<td>90%</td>
</tr>
</tbody>
</table>

A board-superintendent goal setting session and additional follow-up and support are hallmarks of the KASB Superintendent Search and Placement Service.
KASB employs five full-time attorneys and additional support staff whose expertise is public school law and legal issues. Twice-yearly updates to board of education policies are provided to all members.

### Legal Assistance Fund

The majority of KASB members also join the Legal Assistance Fund each year. Membership for 2019 includes 316 member organizations. The Legal Assistance Fund is a separate KASB service. By providing this service through a separate fee, the attorney/client relationship is protected. This guarantees confidential legal representation for our members.

316 KASB Member Organizations are also members of the KASB Legal Assistance Fund.

KASB Legal Staff Presented 39 onsite staff development trainings in 2019.

They provided the mandated negotiations training to 113 member organizations in 2019.

### Publications and Handbooks

#### Resources and Handbooks for All Members

- Board Clerk’s Handbook
- Guide to Boardsmanship
- Kansas Open Meetings Act (KOMA)
- Forms Book
- Kansas Open Records Act (KORA)
- School Site Councils (2018)

#### Legal Assistance Fund Member Handbooks

- Fair Labor Standards Act
- Negotiations
- Religion in Kansas Public Schools
- School District Organization
- School Law Basics
- School Law Handbook
- School Law Index
- Section 504
- Sexual Harassment and Bullying
- Student Discipline

### Legal Support 01.01.19-12.31.19

<table>
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<tr>
<th>Service</th>
<th>Count</th>
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<tbody>
<tr>
<td>PHONE CALLS</td>
<td>8,598</td>
</tr>
<tr>
<td>EMAILS</td>
<td>6,711</td>
</tr>
<tr>
<td>ONSITE TRAININGS</td>
<td>39</td>
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<tr>
<td>INVESTIGATIONS</td>
<td>15</td>
</tr>
<tr>
<td>NEGOTIATIONS</td>
<td>13</td>
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<tr>
<td>STUDENT DISCIPLINE HEARINGS</td>
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<tr>
<td>PERSONNEL MATTERS</td>
<td>11</td>
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<tr>
<td>INTERLOCAL AGREEMENTS</td>
<td>2</td>
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<tr>
<td>SPECIAL EDUCATION CASES</td>
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<tr>
<td>REGULATORY AGENCY DISPUTES</td>
<td>11</td>
</tr>
<tr>
<td>KOMA CASE</td>
<td>1</td>
</tr>
<tr>
<td>TRANSFER OF USD PROPERTY</td>
<td>1</td>
</tr>
<tr>
<td>COMPLEX LITIGATION CASES</td>
<td>3</td>
</tr>
</tbody>
</table>

KASB is the state coordinator for the Kansas School Attorneys Association. This service assists our members by providing continuing education and public-education specific training for local attorneys.
KASB Risk Management Group

Workers Compensation ◆ Employee Benefit Solutions and Section 125 Property & Casualty Insurance ◆ Student Accident Insurance Health Insurance Consulting ◆ KJUMP Natural Gas Purchasing Consortium

KASB Risk Management provides access to insurance and other risk management solutions we believe to be the best in the industry and the right fit for Kansas public education. We currently offer affordable, dependable insurance coverage for worker’s compensation, property casualty and student accident. In addition, KASB’s KJUMP (Kansas Joint Utilities Management Program) saves participants thousands of dollars each year in natural gas purchases.

KASB Health Insurance Consulting

Health insurance consultants are management analysts employed by the education entity. They examine the efficiency, profits and structure of the health insurance program, and then offer suggestions on methods of improvement.

KASB Employee Benefit Solutions

Brings a technology-based solution to employee benefits administration that will improve service and streamline processes. This is a management solution for flexible spending accounts and voluntary insurance offerings. It is designed to meet the employee’s needs and expectations and provide an easier enrollment process and administration solution for member organizations.

Number of KASB Members in Each

<table>
<thead>
<tr>
<th>Service</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORK COMP INSURANCE</td>
<td>110</td>
</tr>
<tr>
<td>PROPERTY CASUALTY INSURANCE</td>
<td>63</td>
</tr>
<tr>
<td>EMPLOYEE BENEFITS AND SECTION 125 SERVICES</td>
<td>20</td>
</tr>
<tr>
<td>STUDENT ACCIDENT INSURANCE</td>
<td>118</td>
</tr>
<tr>
<td>HEALTH INSURANCE CONSULTING</td>
<td>36</td>
</tr>
<tr>
<td>KJUMP - NATURAL GAS CONSORTIUM</td>
<td>179</td>
</tr>
</tbody>
</table>

Two of our most recent services - Health Insurance Consulting and Employee Benefit Solutions - were developed in response to member requests. These and our other programs save our members thousands of dollars each year. Members can then use those dollars for classroom support.
As a member of KASB, you join fellow board members as a “voice” for public education. Legislative positions and priorities are developed through input from local boards and approved each year by the member delegate assembly. KASB staff monitor state and federal issues on behalf of members, presenting testimony and providing input on the development of policies and procedures consistent with membership priorities.

Legislative Testimony
Topics range from school finance, school board elections and at-risk funding to specific issues such as liability concerns regarding high school apprenticeships and on-the-job training programs. All testimony is posted on the KASB website.

Representing Member Interests
While KASB Advocacy staff represent the views of local boards, it is equally important to provide members with the information they need to advocate for their own interests. This is done through research reports, workshops, opportunities to join KASB staff and other members at the state capitol during the legislative session in Topeka, and participation in the National School Boards Association’s Advocacy Institute. KASB provides support through data and feedback and is often asked to appoint representatives to committees.

Research
Survey Data ◆ Education Data Online
Interactive & Custom Reports
The KASB Research Department provides data and reports on a wide variety of education-related issues and makes this information available for all members. The department also provides research to members upon request on specific local topics to assist strategic planning and other local initiatives.

Communications
Daily NewsBriefs ◆ KASB Live ◆ Twitter ◆ Facebook
YouTube ◆ Online & Digital Resources ◆ Blogs ◆ Website
KASB members receive a news email each day that covers a wide range of state and federal education issues. KASB Advocacy staff broadcast live updates using Facebook Live when the legislature is in session and produce weekly (and as needed) video updates during the session and throughout the year. The website provides members quick access to information on key issues and research that can be used for advocacy and planning.
KASB’s 2019-2020 Learning Series includes workshops and seminars that provide our members with the latest information and training needed to accomplish local priorities and advocate for students. Workshops have been organized into six pathways:

- Exceptional Boards and Leadership Teams
- Improving Postsecondary Success
- Developing Quality Educators and Staff
- Equity for All Students
- Safe, Healthy Students
- Effective, Efficient Organizations

During election years KASB provides Foundations of Boardsmanship 1.0 as full-day workshops and onsite training by request.

Our annual conference brings together over 500 board members and administrators for networking, inspiration, innovative ideas and practical solutions. The Association’s annual Delegate Assembly is held during annual conference. Each member’s governing board is eligible to send one representative and one alternate to Delegate Assembly. Participants elect the Association president and vote on legislative priorities and policies for the coming legislative session. Each member organization receives one convention pass, a $295 value.

The KASB Season Pass, instituted in 2015, provides unlimited access to most workshops/trainings throughout the year. Districts can register as many board members/staff as they wish.

Onsite training, consultation and staff development round out the training and workshop support available through KASB.

---

**2019 Training**

**73 TOTAL WORKSHOPS OFFERED**

**1,725 TOTAL PARTICIPANTS**

**385 PRE-CONFERENCE ATTENDANCE**

**584 ANNUAL CONFERENCE ATTENDANCE**
KASB dues are based on a formula that takes into consideration a district’s general fund budget.

The FY19 audited budget is represented on this page.

One of the KASB 2020 Strategic Goals is to pursue alternative ways to increase revenue to become less reliant on dues.

**FY19 Revenue**

- Membership Dues, 46%
- Legal, Contract Services, 31%
- Admin, Rental, Investment and Misc. Income, 15%
- Workshops, Convention, Publications, 8%

**FY19 Expenses**

- Salary, Benefits, Taxes, 49%
- Management and General, 16%
- Building Repair, Overhead, 14%
- Prof Development, Travel, 9%
- Workshops, Convention, 7%
- Supplies, Equipment, Misc., 5%

KASB gives members access to a wide range of products and services to save time and money – with a focus on maximizing efficiency and trimming operating costs.

**K12ITC** delivers customized services for K-12 school districts, no matter the size. Based in Kansas City, k12itc has developed a model that leverages a special mix of cloud computing and on-site support, enabling districts to achieve better technology support at a lower cost.

**P1 Group, Inc.** based in Lenexa, Kansas, is a vendor-neutral, single-source provider for all things facilities-related. P1 Group’s K-12 offerings help to reduce the total cost of ownership associated with owning and operating school facilities, thus allowing more flexibility to spend resources on what matters most – our kids and their education.

**Willdan.com** brings the combined power of a strategic partnership with P1 Group, Inc. to expand their reach and be all things facilities to Kansas schools. The two companies share a common goal: ensuring Kansas K-12 educational facilities provide safe, comfortable and efficient learning environments for our students.

**Preferred Providers**

KASB BuyBoard National Purchasing Cooperative is sponsored by NSBA and statewide associations around the country. KASB BuyBoard streamlines the purchasing process for schools, municipalities, and other public entities across the nation—and membership is free! Complimentary Membership through KASB: School districts, universities and government agencies can join for free.

- Efficiency: BuyBoard's RFQ functionality allows members to request pricing on volume needs from multiple vendors.
- Compliance: BuyBoard provides members with local and state procurement requirements and a documented audit trail.
- World-Class Vendors & Service: You’ll have access to a wide range of vetted companies that offer quality products, equipment and services.

Willdan.com brings the combined power of a strategic partnership with P1 Group, Inc. to expand their reach and be all things facilities to Kansas schools. The two companies share a common goal: ensuring Kansas K-12 educational facilities provide safe, comfortable and efficient learning environments for our students.

Providing the collection and analysis of data and information districts need to make better decisions. Services include pre-election research, citizen’s advisory committees, communications audits - and so much more!

**BoardDocs**

eGovernance solution for paperless board meetings.
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. John Heim</td>
<td>executive director</td>
</tr>
<tr>
<td>Dr. Brian Jordan</td>
<td>deputy executive director</td>
</tr>
<tr>
<td>Mark Tallman</td>
<td>associate executive director</td>
</tr>
<tr>
<td>Carol Pitts</td>
<td>assistant executive director</td>
</tr>
<tr>
<td>Rod Spangler</td>
<td>assistant executive director</td>
</tr>
<tr>
<td>Angie Stallbaumer</td>
<td>assistant executive director</td>
</tr>
<tr>
<td>Randy Weseman</td>
<td>assistant executive director</td>
</tr>
<tr>
<td>Donna Whiteman</td>
<td>KASB general counsel</td>
</tr>
<tr>
<td>Sharon Abeyta</td>
<td>senior claims adjuster</td>
</tr>
<tr>
<td>Sam Blasi</td>
<td>attorney</td>
</tr>
<tr>
<td>Ted Carter</td>
<td>chief data officer</td>
</tr>
<tr>
<td>Debbie Dyche</td>
<td>advocacy/research assistant</td>
</tr>
<tr>
<td>Sheryl Fincham</td>
<td>office manager</td>
</tr>
<tr>
<td>Leah Filter</td>
<td>advocacy/outreach specialist</td>
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<tr>
<td>Naomi Franklin</td>
<td>custodian/maintenance</td>
</tr>
<tr>
<td>Leslie Garner</td>
<td>legal assistant/paralegal</td>
</tr>
<tr>
<td>Sue Givens</td>
<td>leadership services field specialist</td>
</tr>
<tr>
<td>Britton Hart</td>
<td>leadership services and partnerships director</td>
</tr>
<tr>
<td>Andrea Hartzell</td>
<td>communications specialist</td>
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<tr>
<td>Amy Helt</td>
<td>account manager</td>
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<tr>
<td>Melissa Holder</td>
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<td>Vicki Keller</td>
<td>senior claims adjuster</td>
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<tr>
<td>Liz Maisberger-Clark</td>
<td>operations manager</td>
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<tr>
<td>Dr. Doug Moecckel</td>
<td>leadership services field specialist</td>
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<tr>
<td>Mike Pape</td>
<td>printer</td>
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<tr>
<td>Mary Pierce</td>
<td>work comp specialist</td>
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<tr>
<td>Scott Rothschild</td>
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<tr>
<td>Pam Schwartz</td>
<td>receptionist/administrative assistant</td>
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<tr>
<td>Gary Sechrist</td>
<td>leadership services field specialist</td>
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<tr>
<td>Gayle Smith</td>
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<tr>
<td>Luke Sobba</td>
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<tr>
<td>Marcia Weseman</td>
<td>leadership services field specialist</td>
</tr>
<tr>
<td>Jeremy Woydziak</td>
<td>sales manager</td>
</tr>
</tbody>
</table>

**Maintaining and Improving Association Assets**

The KASB Office Building in Topeka is an important asset for the financial stability of the Association. The majority of trainings based in Topeka can be held at our building, saving on facility rentals and extra costs. In addition to home base for KASB staff, the nearly 39,000-square foot building is frequently used by member districts and organizations from across the state for meetings. The building is also home to two tenants - the Sunflower Foundation and United School Administrators of Kansas.

Just like buildings in many of our members’ districts, the KASB building had deferred maintenance needs. The board of directors and Association leaders developed a plan over the past few years to address these projects, and in 2019 contractors accomplished a complete retrofit of the HVAC and lighting systems as well as upgrading restrooms and improving building security systems.

Also in 2019 the equity in the building allowed the Association to retire its defined benefit plan while preserving our commitment to current and retired employees. By doing this work to responsibly maintain this important asset, the KASB board and Association leadership have positioned KASB to continue to be financially healthy in the coming years.

*KASB Annual Report  February 2020*