



WEEKLY UPDATE TO THE BOARD OF EDUCATION

June 30, 2022

A MESSAGE FROM SUPERINTENDENT CARLTON D. JENKINS

Dear Board Members,

This week, which is the second week of our summer semester, has certainly been eventful. Throughout this week, our students, staff, families, and community members have participated in the traditional activities of the end of a fiscal year: engaging in summer enrichment; completing evaluations and submitting year end reports; advocating for more resources for schools; preparing for needed vacations as well as upcoming holidays; and passing our district's preliminary budget. Each of these endeavors contribute to our district's vitality as we move towards breakthrough moments in pursuit of our Strategic Framework's goals.

This week, we were excited about the board passing a preliminary budget for 2022-23, which provided resources for many of the things we sincerely value, including: academic, social-emotional, and mental health supports for students; staff compensation increases; facilities improvements; and opportunities to engage in the arts and other enriching co-curricular activities. Our community can be proud of how their advocacy and desires for enhancing learning for all students, as well as good financial stewardship, is reflected in this balanced budget. Our community can also be proud of how the board interrogated each budgetary item to illuminate greater understanding of how the proposed spending reflected our quest to ensure all our learning spaces are places where students, staff, and families can thrive.

As we close one fiscal year and prepare to enter another, I would like to thank you for your ongoing support and partnership. I look forward to providing you with updates on our district's progress in the coming weeks.

Sincerely,

Carlton

Carlton D. Jenkins, Ph.D.

BOARD OF EDUCATION QUESTIONS

➤ **Question from a Board Member about a donation from Roots and Wings on 6.27 Consent Agenda**

Consent Item 10.49 - Roots and Wings donation for \$100,000 over 3 years. I'm just curious what our relationship is with this foundation? This is a generous gift, I'm just curious...

Roots and Wings is the foundation connected to the company EPIC. They are interested in supporting Birth to five programming in the community and understand the importance of early learning. This is a new relationship with this foundation and the Department of Early Learning. Last year was the first year we got a grant from them to support full day 4K. Culleen Witthuhn, the Director of Early Learning, has been sharing information about the great work MMSD is doing in early learning. She let them know that if we would be guaranteed funding, we would be able to plan more events as a one year turn around is not always conducive for school planning as we usually plan one year and implement the next and typical grant funding goes in a one-year cycle. Because they want to make as big of an impact in the early learning world as possible, they have offered a multiple year donation so that we could reach out even more to the community.

OTHER INFORMATION

- **Weekly Metrics and Ops Recordings and Agendas:**
No Weekly Metrics Meeting this week--Next meeting 7.12.22
No Biweekly School-Central Office Operations Meeting
- **Human Resources Update**
Please see the attached Human Resources update dated June 27, 2022, for a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes.
- **Construction Update**
Attached you can find construction updates for Southside Elementary, East High School and La Follette High School. You can expect regular communications here about our progress with the referendum construction projects.
- **On-Track to Graduation Plan Revisions**
Please see the attached memo for an update on the On-Track to Graduation Plan Revisions.
- **Badger Rock Wellness Wednesdays**
Please see the attached flyer for Badger Rock Wednesday Wellness evenings sponsored by Rooted at the Neighborhood Center. Additional information is always available on the Facebook page of Rooted and Badger Rock Neighborhood Center.

➤ Great Things Happening Around MMSD

- [La Follette's Demetria Prewitt](#) played in the WI Basketball Coaches Association All-Star Games, named Madison Sportswoman of the Year.
- Madison School Board approves [2022-23 preliminary budget](#).
- MMSD central office staff member, Adam Clausen, named one of Wisconsin's most [influential Asian American Leaders](#) by Madison365.
- The MMSD community celebrated outgoing staff members' years of dedication at the [Retirement Reception](#) on June 23. Retirees from the past three school years were recognized.

OUR UPCOMING BOARD CALENDAR

- Mon., July 11, 8 a.m. Board Officers
Virtual
- Thurs., July 14, 5:15 p.m. Safety and Student Wellness Ad Hoc
Virtual
- Week of July 18 Board Briefings
Virtual
- Mon., July 25, 8 a.m. Board Officers
Virtual
- Mon., July 25, TBD Policy Committee
Virtual
- Mon., July 25 6 p.m. Regular Board of Education Meeting
In person and virtual—Open to the public
- Thurs., July 28, 5:15 p.m. Safety and Student Wellness Ad Hoc
Virtual

ITEMS ATTACHED FOR INFORMATION

1. Human Resources Update- June 27, 2022
2. Southside Elementary School Construction Update
3. East High School Construction Update
4. La Follette High School Construction Update
5. On-Track Graduation Plan Revisions
6. Badger Rock Wellness Wednesdays Flyer
7. U.S. Mail:
 - a. Policy Perspectives- June 2022

Madison Metropolitan School District Human Resources Update June 27, 2022

This report is a snapshot of all the work that is being done for this week as well as movement on a number of programs and processes.

COVID Leave:

Covid Relief was approved for five (5) days on January 10, 2022, for benefit eligible employees. The leave is available from January 11, 2022, through June 30, 2022. **To date, we have had an additional 2 leave requests bringing the overall total to 1268.**

COVID Hardship Leave Launch:

Covid Hardship Leave was approved for fifteen (15) days which are available from September 23, 2021, to June 20, 2022. A communication was sent on March 15th announcing the application was now available. **To date, we have received 6 requests bringing the overall total to 1049.**

Mental Health Days:

There were 3145 employees out of 4156 employees who used the leave.

Current Updates:

As another school year has come to a close, HR sent 2,404 teacher contracts but with retirements and resignation received at the time contracts were sent, the total number was 2,335 contracts due back on June 15, 2022. As of June 15th, we received 2315 contract back for a 99.14% return rate. Of the contracts not returned, there were some staff on leaves of absences and the rest were resignations.

As we continue to the recruitment and hiring process for teacher positions, here is a snapshot of where the district is regarding teacher hires: There is a total of 168 teachers recommended for hire.

- Started Onboarding – 46
- Completed Onboarding – 54
- Total in the Onboarding Process – 100
- Total number of Teacher hires in various stages - 168



Future Ready Construction Update

PROVIDED BY FINDORFF

//// //// Madison Metropolitan School District //// //// 06.24.2022



This week's update: Southside Elementary

We are committed to keeping you informed as we complete construction from the MMSD 2020 facilities referendum.

Construction is kicking off!

Findorff has started the first phase of construction work for what will be Southside Elementary School at the Badger Rock site. Construction equipment and trailers are on site to kick off the work this summer.

Last week crews prepped the site for construction activities and installed signage and fencing around the area for safety. A temporary sidewalk leading to the rear entrance of Badger Rock was installed, which will be used for student and staff building access when school is back in session.

Investigation work for existing onsite utilities is underway. Workers have also started constructing a new stormwater retention basin and underground piping system.

What's happening this summer?

- Beginning demolition of the overhead canopies at the existing building entrances
- Continuing investigation work for onsite utilities
- Starting the foundation excavation process to create a solid base for the new addition



Construction equipment and trailers are on the Badger Rock site starting work on the new Southside Elementary School



Workers constructed a stormwater retention basin on the construction site

DID YOU KNOW?

A stormwater retention basin collects water runoff from sites after a large rain. The retention basin holds the water and slowly releases it to avoid overflowing the storm sewers or backing up into the nearby streets.

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF



A temporary sidewalk was added as a new access path to the rear entrance of the Badger Rock building



Crews installed stormwater piping, which will drain water into the stormwater retention basin



Architectural rendering of the new Southside Elementary School on the Badger Rock site

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.





Future Ready Construction Update

PROVIDED BY FINDORFF

////////// Madison Metropolitan School District ////////// 07.01.2022



This week's update: East High School

We are committed to keeping you informed as we complete construction from the MMSD 2020 facilities referendum.

Making progress this summer

Since the first phase of construction began last month, crews are making abundant progress throughout the school this summer. Environmental and demolition work is complete in the classroom renovations on the third floor. In addition, workers have started site excavation for the cafeteria and classroom additions.

In the new welcome center entrance, the foundation for a new elevator has been poured and the walls are being constructed. This new elevator will improve building accessibility for students, families, and visitors.

In the coming weeks, new drywall partitions will be installed in the third floor classrooms, followed by mechanical, electrical, plumbing, and fire protection work to prepare for the new systems to be installed.

Ongoing construction activities

- Starting demolition in the lower-level locker room
- Building the elevator shaft in the new welcome center lobby to improve accessibility
- Beginning excavation work for the cafeteria and classroom additions
- Progressing with masonry restoration work throughout the building façade



The walls for the new welcome center elevator shaft are being built



Masonry restoration work is ongoing throughout the existing façade to protect the building's historic architecture

DID YOU KNOW?

The East High School building is currently just over 405,000 square feet. Once the 2020 facilities referendum construction is complete, the building will be approximately 304,000 square feet renovated and there will be over 17,000 square feet of additions – that's equivalent to over five football fields worth of work!

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



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BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF



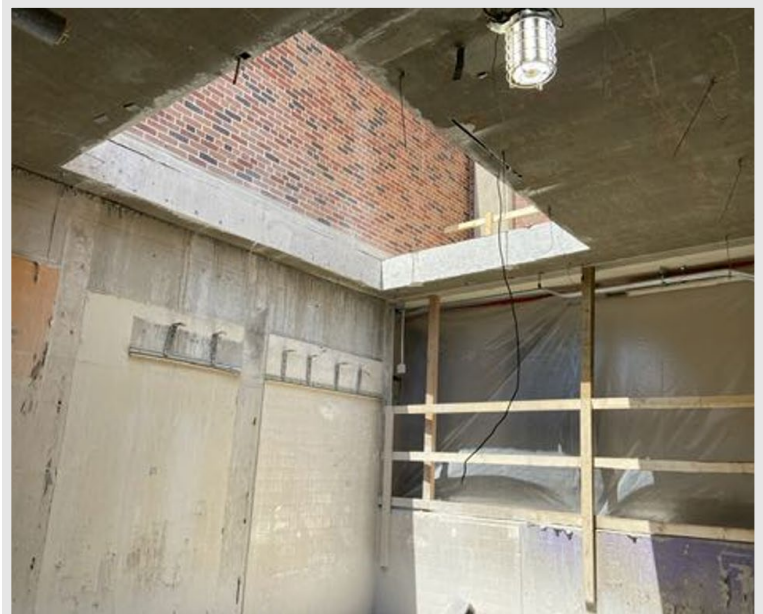
Mechanical, engineering, and fire protection systems are beginning in the third floor classroom renovation area



Construction equipment is used to move demolition debris from the locker room renovation area



Workers are preparing the site for the cafeteria and classroom additions



An opening was cut in the courtyard area for the new multipurpose room elevator

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF

Madison Metropolitan School District 06.24.22



This week's update: La Follette High School

We are committed to keeping you informed as we complete construction from the MMSD 2020 facilities referendum.

Summer construction is in full swing!

There is a lot of construction activity happening at La Follette High School this summer. Workers have started heavy demolition of markerboards, windows, and casework in the classrooms and hallways in preparation for brand new finishes coming soon.

Outside the building, crews are wrapping up soil preparation work using a process called soil stabilization in the stadium area. Once complete, the area will be ready to pour the new curb around the track. Meanwhile, the new gym addition is coming along nicely as the foundation is being poured soon.

Ongoing construction activities

- Doing demolition in the breezeways to allow equipment access to the new hallway, which is slated to be complete by the end of summer
- Cutting the new elevator pit in preparation for the elevator shaft to be built
- Removing windows in the exterior courtyard areas
- Starting excavation for the new addition on the south side of the building



Demolition is ongoing in the classrooms and hallways in preparation for new finishes



Workers are wrapping up soil stabilization work in the stadium area

DID YOU KNOW?

Soil stabilization is a process where the physical properties of soils are altered to increase the strength or bearing capacity. This is often done by using Portland cement or a lime-based mix to form permanent bonds between soil particles. Soil stabilization is key to providing a strong working platform for the foundation and all other parts of the project.

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND



Future Ready Construction Update

PROVIDED BY FINDORFF



Demolition is progressing in the breezeway with the removal of the existing glass and doors



Concrete has been cut and the new elevator pit is being excavated



The stadium area is being prepped for the curb that will go around the track

For additional information or questions,
scan the QR CODE to be directed to the MMSD construction page.



Findorff
BUILDING & BEYOND

TO: Members of the Board of Education

FROM: Cynthia Green, Associate Superintendent of Teaching & Learning
Caroling Racine Gilles, Executive Director of Assessments and Learning Supports

DATE: June 29, 2022

SUBJECT: Weekly update: On-Track to Graduation Plan Revisions

1. Background:

In accordance with state statutes and the Wisconsin Department of Public Instruction (DPI) regulations, the Board of Education must establish a process for identifying students at-risk of not graduating from high school, and annually, develop a plan for meeting the needs of those students in order to better prepare them for successful graduation. (A copy of the relevant statutory provisions is attached, [Wis. Stat. § 118.153\(1\)](#) and [Wis. Stat. § 118.153\(2\)](#)). [Our plan](#), which was re-approved by the Board on July 27, 2020, sets forth the means by which MMSD will identify students who are in need of a personalized graduation plan that provides them with proactive supports and intervention in order to obtain their high school diploma and successfully graduate college, career, and community ready.

In accordance with State Statute sec. 118.153(2), the Board of Education shall review and approve this Plan annually by August 15. In anticipation of a revised plan, the Board of Education received a current status update of this year's plan and engaged in a discussion/input about the plan at the May 9th Instructional Work Group meeting. Based on this year's school user feedback and the Board of Education's input, the plan has been revised to include updates on language, identified supports, and implementation timeline. Please note that statutory language has remained the same in terms of criteria and identification language due to legal citation. All other language within the plan includes more positive, proactive language beginning with our title, "On-Track for Graduation Plan." This plan is a general plan that is able to intersect and interact with other existing (or potentially new) school processes, procedures, and systems. For example, when we think about a personalized graduation plan starting in 6th grade, we can leverage our Academic and Career Planning process while also incorporating key aspects of school-level critical transition planning. The outline of supports and interventions have been updated within the plan, however, it also is important to remember that each student has their own unique needs that will result in a personalized graduation plan co-developed by school staff, family, and the scholar whenever possible. Finally, we updated our timeline to more accurately

reflect school and central office implementation actions.

3. Review:

We have attached the revised plan for your review in advance of our full July 25, 2022 Board of Education meeting. The deletions are redlined and the additions also appear in red. The formatting is not precise as it has shifted based on the redline edits. This will be corrected for in the final version. If you have additional thoughts or feedback, please let us know on or before **July 8, 2022**.

4. Attachments:

[Revised Redline Edits for On-Track To Graduation Plan](#)
[Statutory Reference](#)

COMMUNITY MARKET & FARM STAND

Wednesdays
5:00 - 8:00 p.m.
501 E. Badger Road

Markets focus on wellness for ourselves, our homes,
and our community.

June

22 Social wellness

29 Emotional wellness

July

06 Spiritual wellness

13 Intellectual wellness

20 Physical wellness

27 Environmental wellness

August

03 Financial wellness

10 Occupational wellness

17 Social wellness

24 Emotional wellness

31 Spiritual wellness

September

07 Intellectual wellness

14 Physical wellness

21 Environmental wellness

28 Financial wellness

The Badger Rock
Community Market
features UJAMAA
Business Network, a
community of
entrepreneurs to support
and grow business in
communities of color.

Learn more about vendors,
chefs, and activities by
clicking the calendar icon:





POLICY PERSPECTIVES

Vol. 44, No. 11
June 2022

REMINDERS ON AGENDA ITEMS FOR JULY SCHOOL BOARD MEETINGS

As also covered in the June edition of the WASB's *Legal & Policy Services Newsletter* (sent to WASB members via email), the following list identifies three items of business that may need to appear on the agenda of your school board's July meeting. The first item, relating to academic standards, applies to all common, unified, and union high school districts. The remaining two items should be evaluated to determine if one or both apply to your district.

1. School boards must identify the district's 2022-23 academic standards at their July meeting

Section 120.12(13) of the state statutes requires each school board, except for the board of the Milwaukee Public Schools, to include an item on the agenda of the first board meeting of each school year (i.e., in July) that clearly identifies the student academic standards that the board has adopted under section 118.30(1g)(a)1 of the statutes and that will be in effect for the school year. The relevant statutes encompass standards in mathematics, science, reading and writing, geography, and history.

Section 120.12(13) also requires school boards to annually notify the parents/guardians of students enrolled in the school of the academic standards that will be in effect for the school year. This notice must be given prior to the beginning of the school term. This notice may be provided electronically, including by posting the notice or a link to the specific academic standards on the district's website.

2. Annual resolution authorizing independent hearing officers to determine student expulsion cases (if applicable)

School boards that choose to use independent hearing officers to determine student expulsion cases are required to adopt an annual resolution that grants the necessary authority to the hearing officers (or to a panel of hearing officers). The resolution is effective only during the July 1 to June 30 school year in which it is adopted. See section 120.13(1)(e) of the state statutes. School boards that directly hear and determine student expulsion cases **without** utilizing an independent hearing officer do **not** have to act on such a resolution.

For more information about the policy choice presented by the hearing officer model, see the separate article that starts on the next page.

3. Spending prior to budget adoption; resolutions to authorize related temporary borrowing

During the period between July 1 (the beginning of the school year) and the school board's adoption of a final budget, the board may spend money from available funds as needed to meet immediate expenses of operating and maintaining the public instruction of the school district. Temporary borrowing that is closely related to this spending authority is expressly authorized by statute, provided that the board annually adopts and records a resolution approving such borrowing by a **two-thirds vote of its members**. See section 67.12(8)(a)2 and section 120.13(33) of the state statutes. (Note: Provided that an appropriate resolution has been adopted in advance, the temporary borrowing can actually occur in June.)

DIFFERENCES, ADVANTAGES, AND DISADVANTAGES OF USING HEARING OFFICERS TO DETERMINE EXPULSIONS

As mentioned above in the reminder about the related annual agenda item, state law gives school boards the option to either (1) hear and determine student expulsion cases directly; or (2) annually authorize an independent hearing officer (or, if desired, an independent hearing panel*) to conduct expulsion hearings and determine pupil expulsion from school. See section 120.13(1)(e) and, for the Milwaukee Public Schools, see section 119.25. The option presents a significant policy choice.

** Likely due to the potential expense and the potential difficulty of finding and scheduling a sufficient number of panel members, the use of an independent hearing panel that is comprised of multiple people is relatively rare. In the remainder of this article, references to a hearing officer should be understood to also include a hearing panel.*

Whether the school board or a hearing officer initially hears and decides a student expulsion case, all potential grounds for possible expulsion remain the same. The potential duration of any expulsion and the conditions that might be specified in an expulsion order (such as conditions of possible early reinstatement) are also the same.

The primary **differences** that apply if a board chooses to authorize an independent hearing officer to determine pupil expulsion cases are as follows:

1. As addressed on page 1, the board must annually adopt a resolution that authorizes the use of hearing officers. The best time to do this is in July (i.e., at the start of each statutory school year and prior to any disciplinary incidents.)
2. The board must appoint its hearing officer(s). Hearing officers are typically attorneys or other persons with professional training and experience related to the laws that govern student disciplinary matters. When selecting hearing officers, boards have to avoid conflicts

of interest. The State Superintendent has ruled in expulsion appeals that some individuals, such as the district's superintendent or the attorney who regularly advises the school board, are not sufficiently "independent."

3. There are differences in the required content of the written notice of an expulsion hearing that must be sent to the student and to the student's parent or guardian.
4. The hearing officer is required to keep a "full record" of the hearing. The hearing officer is also required to inform each party of the right to a complete record of the proceeding. Upon request, the hearing officer shall direct that a transcript of the record be prepared and that a copy of the transcript be given to the pupil and, if the pupil is a minor, to the pupil's parent or guardian. (Note: If the school board conducts the hearing, the statutes state that the board "shall keep written minutes of the hearing." The board's minutes must be sufficient in scope to permit an adequate review upon any appeal, but there is no right to have a transcript created.)
5. If a hearing officer issues an order expelling a student:
 - a. The school district is required to mail a copy of the order to the school board (in addition to the pupil and to the pupil's parent or guardian).
 - b. Within 30 days after the date on which the order is issued, the school board is required to meet to review the expulsion order. Upon its review, the school board must either approve, reverse, or modify the order. The order of the hearing officer is enforced while the school board reviews the order.

Some potential **advantages** of using the hearing officer model include the following:

- Expulsion hearings usually happen on a quick time frame for which it can be difficult to schedule board meetings.
- Some boards see using a hearing officer, paired with the board's review of expulsion orders, as being more consistent with the board's primary

governance roles (e.g., setting policies and providing oversight and accountability).

- Expulsion proceedings are complex and can be time intensive (both individually and cumulatively). Boards that use a hearing officer often hope to leverage the hearing officer’s expertise and, simultaneously, allow the board to devote more of its time to additional priorities.
- One or more members of the school board may have at least an indirect personal connection to a student involved in the disciplinary matter or to the student’s family. On top of potential perceptions of bias/partiality, the often stressful and emotional setting of the hearing can strain pre-existing personal or community relationships (assuming the board member was not required to abstain from participation altogether). The hearing officer model creates a degree of detachment, and a hearing officer may be perceived as a more neutral adjudicator.
- In some rare individual cases, the school board as a whole may be deemed insufficiently impartial to hear (or re-hear) an expulsion case.

On the side of potential **disadvantages**, considerations such as the following may cause a board to decide against the hearing officer model:

- Some boards decide that, due to the gravity of what is at stake for the student and family, the board prefers to hear the cases and make the decisions directly.
- It is not always easy to find qualified hearing officers who are able to sufficiently familiarize

themselves with local approaches to student discipline and who are also likely to be reasonably available (often on short notice) to conduct a hearing and issue a decision.

- It can be challenging to manage consistency (1) among different hearing officers (assuming a district appoints more than one), and (2) between each hearing officer and the views of the current school board. Although the board’s review of hearing officer expulsion orders presents an opportunity for the board to address some concerns with even-handed treatment:
 - The state courts have ruled that school boards do not have authority to review a hearing officer’s decision *not to expel* a student. The school board reviews only expulsion orders (i.e., decisions *to expel*).
 - If a board reviews an expulsion order and decides that an outcome that is *less favorable* to the student is most appropriate, an adverse modification to the original order can be very disappointing to a student/family.
- Using the hearing officer model may require the district to develop additional procedures, such as procedures for assigning hearing officers to specific cases and for reviewing the competency of each officer and the quality of services that are rendered.
- The model can create some additional expenses.
- In some districts, expulsion proceedings are so uncommon that adopting and managing the model is seen as unnecessary.

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Barbara Herzog, President John Ashley, Executive Director

WASB members are encouraged to contact the WASB’s legal and policy services staff with any questions.

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ONLINE LEARNING PLATFORM

A comprehensive source of on-demand training for school board members and administrators.

FOR NEW MEMBERS

Helping New Board Members Feel Confident

The Platform includes training specifically designed to introduce new school board members to their legal and governance roles, such as:

- Open Meetings and Public Records Laws
- Communications by Board Members, Including Through Social Media
- Guiding School Board Operations Through Policy
- The Roles and Responsibilities of School Board Members

FOR CLERKS, TREASURERS AND PRESIDENTS

Introducing School Board Officers to Their Roles

The Platform's Board Officer Training Series includes 16 webinars dedicated to helping school board presidents, clerks and treasurers understand their roles as described in law and policy, such as:

- Introduction and Overview of Board President Statutory Responsibilities
- Board President's Common Policy Responsibilities
- Running Effective School Board Meetings
- Board Clerk Duties
- Board Treasurer Duties

The Online Learning Platform also includes training modules for veteran board members on a wide variety of subjects.

Visit WASB.org for more information and to subscribe.



LEADING THE WAY FOR ALL STUDENTS

2022 SUMMER LEADERSHIP INSTITUTE



JULY 8 & 9, 2022 • RADISSON HOTEL • LA CROSSE

Friday, July 8

8:30 a.m.-3:45 p.m.

Keynote: Our Mindset: Stories We Tell Ourselves

In her keynote address, Jo Miller will describe what it means to turn outward and focus on the needs of others. How we view other people and their needs can become a source of organizational excellence or a barrier to change.

JoAnn Miller, Director of Continuous Improvement, CESA 8

Main Session: Elevating Achievement for All Children: A Focus on Excellence and Equity

We'll offer strategies for attendees to promote excellence for all children. We'll share information on how districts can constructively focus on equity practices for all children. Finally, we will discuss how the roles of the school board and superintendent impacts this critically important work.

Louise Blankenheim and Dan Nerad, WASB Governance Consultants

Special Event (Optional): Dinner and Dialogue on the Positive Power of Servant Leadership

Enjoy a relaxing dinner networking with colleagues from around the state. Event begins at 5:30 p.m.

Servant leadership is timely and timeless. Through storytelling, evidence-based research and personal participation, people will be encouraged on their own journey into servant leadership.

Registration add-on required (cost of \$40).

Tom Thibodeau, Associate Professor, Viterbo University

Saturday, July 9

8:30-11:30 a.m.

Main Session: School Boards and Superintendents Working Together: A Governance Mindset

High-performing board members and superintendents understand that in order for school districts to be successful, all parties need to be effective.

Participants in this session will explore the following ideas related to effective governance:

- Developing one's mindset in relation to others
- Practicing effective and frequent communication
- Creating a team that performs at high levels as it pursues the moral imperative
- Understanding roles in a trust-based culture
- Aligning actions strategically

George Steffen, Cheryl Stinski and Patti Vickman, Governance Consultants, WASB



For more information and to register, visit [WASB.org](https://www.wasb.org).

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