

# Taking Care of Business

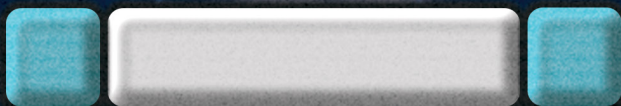
Wisconsin Association of School Business Officials • February 2025

## **BREAKING BARRIERS IN WISCONSIN SCHOOL BUSINESS**

Investing  
in equity among  
our leaders and support staff  
by gender & race  
pay



**PLUS: Get your first look at 2025 candidates for the WASBO Board!**



# WASBO'S UPCOMING LEARNING OPPORTUNITIES

## 2025 Wisconsin Federal Funding Conference



Learn from the experts to ensure you're maximizing federal funds!

February 24-25 | Kalahari  
WASBO.com/FedFunds

## 2025 Facilities Management Conference



Discover trends and innovations in school facility operations!

March 4-5 | Kalahari  
WASBO.com/Facilities

## Accounting 2025: WASBO's Conference That Counts



The Secret to Smarter School Finance | Don't Miss This!

March 18-19 | Kalahari  
WASBO.com/Accounting



## 2025 SPRING Conference

Share | Plan | Reflect | Improve | Network | Grow with WASBO!

May 15-16 | Kalahari  
WASBO.com/Spring

## ABOUT THE COVER

While women make up 51.8% of Wisconsin school business managers, they earn about \$22,000 less than men on average. Representation by race has remained largely unchanged over the past eight years and remains significantly lower than the state's demographics. Learn more on P. 38.

Turn to P. 20 to learn more about the candidates running for a seat on the WASBO Board!

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More female  
leaders...

...with a gender  
pay gap of \$22K

Gender variance  
of support staff

Difficulties with  
recruitment

Power dynamics  
of the 08 license



Low people  
in field

Demographics  
not aligned

Very few  
of color

## From banking baskets to balancing school budgets

Lavesa Glover-Verhagen is one of Wisconsin's seven business managers of color. Turn to page 43 to learn more about the unconventional way she entered the profession and her thoughts on making the industry more welcoming.



# **BREAKING BARRIERS IN WISCONSIN SCHOOL BUSINESS**

Turn to page 40 to learn more about investing in equity among our leaders and support staff by gender, race, and pay.