



# WinnebagoLand UniServ UPDATE

April 2011

325 Trowbridge Drive, Fond du Lac WI 54937

**PLEASE  
VOTE  
April 5<sup>th</sup>**

Why Join A Union?  
Page 2-3

Individual Contract  
Renewal and Self-  
Renewal  
Page 3

"Our Schools: The  
Heart of the  
Communities"  
Page 4

**"COME ALIVE....APRIL FIVE"**

Reverend Jesse Jackson

**TUESDAY April 5<sup>th</sup>**



**JOANNE KLOPPENBURG**

**for state Supreme Court**

**\*\*Absentee vote any time!!**

The Wisconsin Supreme Court election is critical in the fight to return workers' rights.

Kloppenburg's opponent, incumbent Judge Prosser, has stated publicly that he supports Governor Walker.

Prosser has been supported by the Koch Brothers.

A vote for Prosser is a vote for Walker.

If we have learned anything in the past weeks, it is imperative that everyone gets out and votes!

**Oshkosh Board of Education**

- ✓ **ALLISON GARNER**
- ✓ **JOHN LEMBERGER**

**Fond du Lac Board of Education**

- ✓ **MARK JURGELLA**
- ✓ **LORI OBRECHT**
- ✓ **MARK STRAND**

**Rosendale-Brandon Referendum – VOTE YES!**

This is a \$11.29 communication with WEAC Members



## Why People Join the Union.....

### **Membership strengthens our collective voice.**

- When you join your union, you add to our collective voice.
- Our union grows stronger with every additional member that joins. Your membership better positions WEAC to advocate for children, public schools, work place conditions, and restoring the voice of public school employees.
- Together we can do more than we can individually. When you and your colleagues join the association, policymakers know the education profession stands together on important educational issues. And that makes a big difference.
- WEAC is the largest organization in the state advocating for fair school funding. When you join WEAC, you help your union advocate for school funding reform – so you have the resources you need help students learn.
- Being a member includes being able to vote for and hold office in local, state and national offices.



### **Membership helps you become a better educator or support professional.**

- Local, state, and national professional development opportunities such as Professional Development Plan training and licensure support, the WEAC Summer Academy, Winter Conference, on-line resources such as the Quality Educator Initiative (QEI) and numerous other opportunities for you to grow as a professional.
- Support initial and professional educators in their planning, completion, approval and verification of their Professional Development Plan (PDP).
- Statewide networks of educators and support professionals that share resources, discuss ways to tackle common concerns, and help each other develop professionally.
- Leadership development and advocacy training that helps members find, develop and exercise their voice.
- A widely recognized National Board Certification support program that supports educators as they seek to meet the rigorous criteria of the National Board for Professional Teaching Standards.
- Professional development opportunities for Education Support Professionals and teachers offered through the WEA Academy which offers course work, certification work and online video resources.
- On-site training programs for Educational Support Professionals by WEAC staff in legal/ethical issues in special education and the use of technology.
- Access to the NEA Academy that provides master's coursework through accredited universities at a substantially reduced price that compliments WEA Academy coursework.
- Representation at state level decision making bodies such as the Department of Public Instruction's Professional Standards Council, Next Generation Assessment Panel and Educator Effectiveness.
- Resources aimed at assisting new teachers to successfully navigate their first year in the classroom. Facilitating the professional growth of new teachers benefits everyone in the profession.

### **Membership affords you access to valuable benefits and discounts.**

Free legal services for advice and assistance with contractual and individual legal issues, such as those involving individual employment contracts and non-renewals, educator licensure, school board hearings, personnel and medical records, family and medical leave, disability benefits, unemployment insurance, workers compensation, discrimination, sexual harassment, wages, workplace safety and health, the Wisconsin Retirement System, academic freedom, special education including IEP processes, and public records and open meetings.

### **Free professional liability insurance for employment activities.**

- Access to cost-effective homeowners insurance, auto insurance, and Individual Retirement Accounts and other financial products offered through WEA Trust Member Benefits and NEA Member Benefits.
- Through the WEAC Savers Club, discounts on everything from hotel rooms to restaurants and retail stores.

- Discounted legal advice on non-work related personal matters, such as family law and trust and estates, through NEA's Attorney Referral Program.
  - Free financial planning seminars throughout the state and no-cost individual financial planning appointments, all with a certified professional financial planner.
  - Free publications such as WEAC In-Print, WEAC Beginning Teacher Handbook, and Great Schools – Understanding Your Child's Test Results.
- 

## Individual Contract Renewal and Self-Renewal

A teacher who did not receive a preliminary notice of consideration of nonrenewal by February 28, 2011, cannot be non-renewed. Almost all of the Winnebagoland's collective bargaining agreements contain a layoff provision and clear timelines for layoffs.

Customarily, districts offer individual contracts to teachers in March of each year. The law requires districts to provide individual teaching contracts no later than March 15th. Each individual contract must contain a qualification that the wages and working conditions will be subject to any applicable collective bargaining agreement (master contract) which is to be negotiated for the next school year. In these cases, the teacher can indicate acceptance by signing and returning the individual contract by April 15, 2011.

In the event no letter of intent or individual contract is received, the teacher must accept the renewal of his/her contract in writing by April 15, 2011 - what is referred to as "self-renewal." A hand-written or typed statement such as, "I accept the renewal of my teaching contract for the 2011-2012 school year," is all that is needed. Be sure to sign, date, and deliver the statement to the administration before April 15, 2011. If it is hand delivered, it is a good idea to get a receipt of delivery. Also, remember to keep a copy of the statement for your own personal file.

Because of the uncertainty created by the Attack Bill ("budget repair law") in some cases, hasty school boards have issued individual contracts that do not include rates of pay for the 2011-12 school year. These contracts may note that the rate of pay is "TBD" or simply left blank.

Wisconsin Statutes §§ 118.21 and 118.22 and related case law, requires that the individual contract issued by March 15 include its duration and the "teacher's wage," not just a statement that the wages (salary) will be negotiated at a later date. Wis. Stat. § 118.21(1) provides: "Such contract, in addition to fixing the teacher's wage..."

Under the language of the Attack Bill ("budget repair law") where a contract is in existence, the terms of the law do not take effect until the CBA expires. Moreover, wages are a subject of bargaining even if the CBA has expired. Thus, whether a collective bargaining agreement is settled or in hiatus, a district would not be permitted to unilaterally set wages.

If a district has omitted wages from the individual contract and there is no CBA covering wages for the 2011-12 school year, the District should insert wages a teacher is currently earning for 2010-11 in the individual contract and add a statement that the actual wages for 2011-12 are subject to negotiations with the bargaining representative.

If your individual contract does not have a pay rate or reference to collective bargaining, immediately contact your local association representative and/or UniServ Director at Winnebagoland.

---

---

## “Our Schools: The Heart of The Community”



During the week of April 11<sup>th</sup> we are asking all WU Associations to organize an event or events in their school district to show support for the schools in our communities, and as a way to highlight the state of education (and our opposition to devastating effects of the budget act).

### Further Details:

As part of a statewide campaign we are encouraging Associations to host events at either one or multiple schools in each district in WinnebagoLand, to indicate a strong showing of united educators. This would typically be in a two or so hour window on a weekday evening. The nature or even the theme of the event would be up to you.

At these events we want to emphasize the importance of the work that our members do, and the centrality of public schools to our communities. Allies, parents with their children and others would be invited to take part, to be part of the movement, ask questions and interact with their local teachers and support staff. We would highlight everyday heroes to parents, students, retirees, local graduates, public and private employees and stakeholders, and where possible involve them in the planning.

### Among the messages we are trying to communicate are:

- Our members are committed and responsible citizens. They will dedicate additional time to engage parents in important issues affecting their schools/students.
- Public schools are at the heart of American communities – it is where we gather.
- Public schools are under threat from this legislation – and it’s going to take all of us working together to help preserve our heritage.
- The event and discourse demonstrates democracy in action, and fits into the American tradition of participation, involvement, and progressive change.
- This bill is not the way we do things in Wisconsin.

If you are interested in being involved in a committee to organize events, please email John Wedge ([wedgej@weac.org](mailto:wedgej@weac.org)), WU Unit Director.

#### WINNEBAGOLAND UNISERV STAFF & OFFICERS

Toll Free # 800-236-9887 \* (Fax) 920-923-2402

##### Directors

Pete Gust  
John Wedge  
Sherri Jones

##### Email

[gustp@weac.org](mailto:gustp@weac.org)  
[wedgej@weac.org](mailto:wedgej@weac.org)  
[joness@weac.org](mailto:joness@weac.org)

##### UniServ Officers

Nathan Curtis  
Hedy Eischeid  
Candy Roth  
Justin Krishka

##### Offices

UniServ President  
UniServ Vice President  
UniServ Treasurer  
UniServ Secretary

##### Staff Assistants

Kathy Spannbauer  
Kris Rabideaux

##### Email

[spannbauerk@weac.org](mailto:spannbauerk@weac.org)  
[rabideauxk@weac.org](mailto:rabideauxk@weac.org)

##### WEAC Officers

Justin Krishka  
Viv Goupell  
Loni Wendt  
Pam Georgeson

##### Offices

WEAC Board Rep-1  
WEAC Board Rep-2  
WEAC Board Rep. Alt-1  
WEAC Board Rep. Alt-2

---

## Be your own \$uper Hero this summer!

Use the power of knowledge to help you take control of your financial future. Learn to overcome financial obstacles in a single seminar.

Whether you are just getting started or looking to find out how and when you can retire, attending one or both of these **free financial seminars** will empower you to be your own \$uper Hero.

### Retirement Planning 101

For those considering retirement, this seminar will provide members with a general understanding of the three main sources of retirement income—Wisconsin Retirement System, Social Security, and personal savings. It will also help you understand the most common roadblocks that prevent a secure retirement. Finally, it will help you understand the different retirement planning solutions available.

This seminar is appropriate for those within 10 years of retirement and will provide you with:

- An overview of the sources of retirement income available to public school employees, including Wisconsin Retirement System, Social Security, and personal savings.
- An understanding of common roadblocks to successful retirement planning.
- A pre-retirement checklist of important things to consider.
- Tools and solutions to help you achieve your retirement goals.

### Investing 101

Learning the basics of investing is the first step to building an investment strategy. Many never get past this first step because they don't have the time or are afraid it's too complicated. If this describes you, this is your chance. Whether you are just starting out or have been investing and want to know more, this one-hour seminar will be a good investment of your time.

#### You will learn:

- The different asset classes and the role each plays in an investment portfolio.
- How history lessons can help you with long-term investment strategies.
- The importance of diversifying your investments.
- How knowing your risk tolerance can help you sleep at night.
- How to avoid common investment mistakes.
- How fees impact your investment returns.

**When: August 3, 2011**

**Time: Retirement Planning 101 at 10 a.m.  
Investing 101 at 1 p.m.**

**Where: WinnebagoLand UniServ, 325 Trowbridge Drive, Fond du Lac**

**Register at [www.weabenefits.com/superhero](http://www.weabenefits.com/superhero)**

Seminars are free to attend, however if you choose to invest in the WEA Tax Sheltered Annuity Trust or WEAC IRA program fees will apply. Please consider all expenses prior to investing.

Investments are not guaranteed and may gain or lose value. Past performance is no guarantee of future results. Future performance may be lower or higher than past performance.

---