

Reclaim Wisconsin; Recall Walker What have YOU done to help?



It's not too late to get involved in the recall process that United Wisconsin has organized. The petition-gathering process in the Walker recall effort will run until early January, when United Wisconsin – the grassroots group organizing the petitions – will file the forms with the state. What can you do to help the process move forward?

- Sign a petition. Make sure your signature is one of the 540,000 signatures that are needed to prompt a recall election.
- Collect petitions. If you want to help in the effort to gather enough signatures for a recall election, you can visit the United Wisconsin website to download petitions and instructions. You can also contact the CWUC office for current information about the volunteer efforts that are happening in your area.
- Write a letter to your local newspaper. What effect has Governor Walker's devastating legislation had on your family, your school, your community, and your profession? Don't let Governor Walker silence your voice. If you've been following the letters to the editor, you'll notice that the battle of words continues. The public needs to hear the "real" story about the local effects of the \$1.6 billion cuts to school budgets. If you need help with talking points, go to the Members Only section of the www.weac.org website. Remember to include facts that support your message.

Your voice needs to be heard, whether it's through letter to the editors, daily conversations, guest columns, or school board meetings. It's up to all of us in the current Wisconsin political environment to remain constant in advocacy for public education. Walker's policies are wrong for Wisconsin. Tell the REAL story about the laws that have been passed and the devastating impact of a state government that lacks checks and balances.

Have you signed the pledge to support the 4 X 10 Plan recommended by your Union?

- ✓ Collect 10 recall signatures on a recall petition and turn the petition in to the CWUC office by January 6, 2012.
- ✓ Raise or donate \$10.00 (or more) for the candidate challenging Walker in the recall.
- ✓ Reach out to 10 voters (friends, family, and neighbors).
- ✓ Give 10 hours of your time.

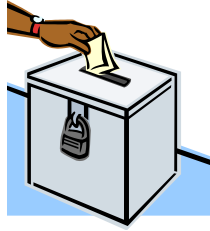
Governor Walker signed Senate Bill 95 into law on Wednesday, December 7, 2011...

Here is one more reason for you to get involved in the **RECLAIM WISCONSIN by RECALLING WALKER** movement. The WKCE was never intended to be a measurement of student learning or teacher effectiveness, but rather a snapshot in time tied to the punitive measures of the federal so-called "No Child Left Behind" law. Mary Bell, WEAC President and a CWUC member, had this to say about this punitive legislation:

"This is another example of the extremes the governor and his followers will go to in order to defund public schools, devalue the professionals who work in them and disrespect all that Wisconsin values. Parents don't believe these tests are an accurate reflection of what their child knows, so why would it make sense to discipline or fire a teacher based on the results? This shows just how disconnected our state government is to Wisconsin schools."

NEW VOTER ID REQUIREMENTS

Coming to a polling place near you...



Picture yourself standing in line to vote this spring. The older couple in front of you has voted in every election since FDR. This time they are turned away. Their driver's licenses expired and they never bothered to renew them because they're in assisted living now. The college student in front of them is also turned away. While the student did have a University ID with a picture, they forgot to bring a fee receipt and the university had not provided a certified housing list to verify residency so they were unable to register and could not vote.

The default in Wisconsin used to be: "If you're a citizen, you get to vote and it's up to the government to prove otherwise." Governor Walker and his Republican allies turned it upside down. Now the government holds the voting rights and it's up to you to prove you're eligible to exercise the right to vote.

While IDs are available free of charge (if you ask for them!) at local Department of Motor Vehicles stations, it may be more difficult to get one than you think. Finding or accessing the needed birth certificates and other documentation may be time-consuming and problematic for some.

Photo IDs will be required for the Spring Primary Election in February of 2012. For more information on the new voter photo ID law, please visit the Government Accountability Board website at <http://gab.wi.gov> or call 1-866-VOTE-WIS.

The WRS Study: What You Need to Know

(from the State of Wisconsin Department of Employee Trust Funds memo dated December 9, 2011)

"Many questions have been asked about the current study of the Wisconsin Retirement System being undertaken by the Department of Employee Trust Funds. This communication provides some basic information about the study.

"The Biennial State Budget (Act 32) that was signed into law last summer required a study of the Wisconsin Retirement System (WRS). The Department of Employee Trust Funds (ETF), the Department of Administration (DOA), and the Office of State Employment Relations (OSER) were directed to study the structure and benefits of the WRS. The study must specifically address the issues of (1) establishing a defined contribution plan as an option for participating employees; and (2) permitting employees to not make employee required contributions and limiting retirement benefits for those employees to a money purchase annuity. The study is due no later than June 30, 2012, and the finding and recommendations must be reported to the Governor and the Legislature's Joint Committee on Finance.

"ETF is a non-partisan state agency overseen by the independent Employee Trust Funds Board with a core responsibility to act in the best interests of WRS members. ETF takes its responsibility to complete the study seriously and is currently gathering data and conducting research in order to complete it by the deadline. **The WRS is a very healthy, fully-funded pension system.** We believe the study will shed more light on how the WRS works, its unique features that make it so healthy, and how **the WRS supports retirement security for public employees across Wisconsin at a reasonable cost.** As noted above, the study will also look at the issues of offering an optional defined contribution plan and allowing employees to opt out of making their employee required contributions. The study will examine how such changes might affect the solvency, funding, mission, and structure of the WRS.

"Wisconsin law provides that benefits already earned cannot be modified. No legislation has been introduced and, to our knowledge, no decision has been made to implement either of the two features mentioned above. Any such changes would have to be approved by the Legislature and signed into law by the Governor, and they could only apply to the accrual of future benefits."

"The study will be publicly available after it has been submitted to the Governor and the Joint Finance Committee."

The **CWUC Connection** will continue to keep members posted on information that is pertinent to maintaining our retirement benefits. If legislation does develop from this upcoming report, members may be called to action to protect the benefits that have been provided through previous legislation.

Avoiding Power Struggles with Students:

THE DOS AND DON'TS OF DEALING WITH CLASSROOM CONFRONTATIONS

If you haven't had a chance to read the recently posted article by Robert McNeely on the NEA website regarding power struggles with students, you may want to take a look at it to set some goals for the second half of the school year. Power struggles with one student in a classroom can lead to more disruptions in the future. McNeely contacted educators for their advice on defusing situations with students. His list of Dos and Don'ts include:

Do...

- Engage students by providing a "hook" for each lesson at the beginning to keep them thinking and interested.
- Try to understand the student's background and home life.
- Make it a teaching moment.
- React in a way that allows the student to save face.

Don't...

- React to every little distraction unless it is distracting other students.
- Let the student get a rise out of you.
- Attempt to get the last word.
- Use language that will put the student on the defensive.

McNeely states that following these dos and don'ts should help educators run a smoother classroom and should allow students to be academically engaged instead of engaging in arguments. To read more about each of these items and to find out what experienced educators suggest, visit the www.nea.org site and click on "Classroom Management" and then "Avoiding Power Struggles with Students."

Holiday Greeting Card

CONTEST WINNER ANNOUNCED

CONGRATULATIONS to **Andrew Murdaugh** of the **Stratford High School** for the winning entry in the CWUC Public Relations holiday greeting card contest. Andrew's design has been printed on CWUC's holiday greeting card. He has received a certificate and a \$50.00 check for his outstanding entry. Andrew's art teacher is **Cynthia Maly-Beranek** of the Stratford Education Association.



CWUC Scholarship Forms Available in Area Schools

CWUC will be awarding **two** scholarships in the amount of **\$500 each** to graduating high school seniors of active members of CWUC.

Scholarship forms have been mailed to high school counselors in all CWUC locals. The form is also available on the CWUC website at www.weac.org/cwuc.

If you have a son or daughter who is currently a senior and plans to continue their education after graduation they are eligible to apply for the CWUC scholarship. The course of study is not restricted to education for the CWUC scholarship.

The deadline for **RECEIPT** of applications is **Friday, March 9, 2012**. Applications must be in the CWUC office by the close of the business day. **THERE ARE NO EXCEPTIONS!** Scholarship recipients will be notified by mid-April and the scholarships will be presented at the CWUC Representative Assembly on May 10, 2012.

If you enjoy music and you've been a part of the fight for Wisconsin, its citizens, and education, then you'll want to listen to this song about some famous Wisconsin politicians...
www.defendwisconsin.org/2011/11/24/the-wreck-of-the-brothers-fitzgerald/

Plan ahead for CWUC's ***Read Across America*** Bookmark Contest...

Don't wait until the last minute to have your students participate in the annual CWUC "***Celebrate Reading***" bookmark contest. This would be a terrific project for CWUC locals and members to sponsor during the months of January and February as a special way to celebrate literacy and to encourage reading books.

Who can enter? K-12 students in CWUC public schools.

What is the contest? Design a 2" by 8½" bookmark. It can be anything 2-D, and must reproduce easily.

What is the subject? Design a bookmark that promotes reading books and developing literacy throughout the year for students. Absolutely no use of the Cat in the Hat or other Dr. Seuss characters will be permitted. Violation of this could jeopardize NEA and WEAC's rights to use the logo on ***Read Across America*** materials.

What medium may be used? Designs may be created with crayons, colored pencils, markers, ink, and/or watercolors. Full color artwork will be accepted. Winning bookmarks must be reproducible. Winners will be judged on originality, creativity, neatness and printability. All work must be original. Submitting a bookmark releases the artwork to CWUC. Permission is given to CWUC to reproduce, publish and use the bookmark through CWUC sponsored activities. The student's name will be listed as the artist.

What is the prize? The winning artist will receive a \$50.00 prize and the winning entry will be printed in limited quantities for distribution to CWUC local associations who request them. All of the top entries will be on display at the CWUC office.

When are entries due? Entries must be received in the CWUC office by the end of the business day on Monday, February 20, 2012.



If you would like your completed PDP to be verified by the CWUC Professional Development Center, submit your PDP to the Professional Development Center through the CWUC Office by mail, email, or through QEI. Verification team members will review, make suggestions for revisions if necessary, and verify completed PDPs. Submitted PDPs **must** include the completed PDP document, 3-5 pieces of evidence, your Goal Approval form, and a PDP Verification Form with the top portion completed and signed by you. If you are using QEI, you can contact the CWUC Office for the names of team members.

The deadline for registering for PDP verification and for submitting PDPs to CWUC is Monday, January 16, 2012.

The Professional Development Center is holding a **PDP 101 session on February 28, 2012** at the CWUC office. This session provides an overview of the PDP licensure process and will familiarize you with the basic elements of a PDP. Participants will learn how to write a measurable goal (which is central to a PDP), how to select appropriate educator standards, and how to write objectives and activities. Mentors are welcome to attend.

If you are new to the PDP process or need a refresher, you will find this session helpful and informative. A light supper will be served starting at 5:30, and the session begins at 6:00. You can register by calling the CWUC office at 1-800-472-0010. The registration deadline for PDP 101 is February 23, 2012.

WEA Academy Cost Savings for ESP Members

The **WEA Academy** is reducing its price for the Basic Skills for Para Educators course to \$50 per WEAC member. If a group of ESP members would like to take the course together, please contact Tami McGrattan, Executive Director of WEA Academy at 1-800-362-8032, Ext. 279. The Technical College that manages this program would like to have groups enroll together.

This program provides an opportunity for education support staff to refresh and upgrade skills in reading, writing and math. While the main audience for this will be classroom assistants, other support staff members who may benefit from such a review are encouraged to take the course. Successful completion of this course fulfills the criteria of being Highly Qualified, a requirement in Title I Schools. For more information about the specifics of this online training, visit www.weacademy.org/catalog_view.cfm?crd=27

You can also become a friend of the WEA Academy by visiting Facebook at www.facebook.com/weacademy

National Board Certification Earned by CWUC Teachers

Eight hundred eighteen educators with national certification are now teaching in Wisconsin schools according to the DPI, and two CWUC teachers have recently completed this special professional certification through the National Board for Professional Teaching Standards. Nationally, 6,266 educators completed this process.

Congratulations are extended to **Kristina Miller of the Wisconsin Rapids School District** and **Sarah Budny of the Nekoosa School District** for achieving this level of distinction. The total certification process usually takes 1 to 3 years and is considered the highest national credential available to American educators.

Yes, things have changed...

But you still need to start a file or continue to save in a folder the professional documents and items that will protect you and your job in the future. Start a file at home that includes papers that will serve as a resource for you if there are ever any questions about your qualifications as an educator. Papers you may want to keep in this file are:

- Letter of employment
- Teaching certificate
- Teaching contract and any supplemental contracts
- Records relating to recertification
- College transcripts
- Evaluation
- Commendations, awards, and honors
- School-related insurance policies
- Records of job-related seminars, workshops, or conferences attended
- Record of personal and emergency leave days
- Written records of any incidents that may increase your liability (i.e. disciplinary actions, student accidents, etc.)
- Record of assaults, violence or classroom thefts
- Correspondence to/from supervisors, including notes, self-development plans, plans of action and records of compliance with requests.etc.
- In districts that are still working with negotiated agreements, current collective bargaining agreements and district seniority lists
- Current district handbooks for staff members

CWUC-Retired Requests Email addresses for saving \$\$\$

In an effort to reduce mailing costs, **CWUC-Retired** is continually updating membership email and telephone contact information. To keep you connected in a faster and more economical manner, please contact the CWUC office with your email and telephone updates.

If you know of any retired members that are not receiving information and believe they should be, please have them contact the CWUC office at 1-715-698-1740, or 1-800-472-0010.

Winter meeting cancellations at CWUC



Winter weather advisories can require cancellation of CWUC or WEAC scheduled meetings on short notice. If the weather is causing travel problems and you are in doubt if a meeting is being held, call the CWUC office at 800-472-0010 or 715-693-1740 to check for cancellations. Stay safe and drive carefully. Your Union cares about you!



The CWUC office will be closed for the holidays beginning Friday, December 23 through Monday, January 2, 2012. We will reopen for business on Tuesday, January 3.

JANUARY 2012						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

CWUC CALENDAR

- Mon., Jan. 2** CWUC Office closed
- Tues., Jan. 3** CWUC reopens after holiday break
- Wed., Jan. 4** Organizing Cluster 1 – 6:30 p.m.; Owen-Withee High School Library
- Wed., Jan. 4** Organizing Cluster 2 – 6:00 p.m. – Stratford High School Library
- Thurs., Jan. 5** CWUC Executive Comm. Mtg. – 6:00 p.m. at the CWUC Office, Mosinee
- Wed., Jan. 11** Organizing Cluster 4 – 6:30 p.m. – Grand Seasons, Waupaca
- Wed., Jan. 18** Organizing Cluster 3 – 6:00 p.m. – CWUC Office, Mosinee