

From the President's Desk...

I had the opportunity to attend the NEA Midwest Leadership Conference in the weekend of January 15th. This conference brings together teachers and support staff members from the nine midwestern states. The speakers are one of the featured conference highlights that I always look forward to. This year I was not disappointed. Each of the NEA officers took a turn at the podium. Their message fits well with the current WEAC and CWUC action plans as we serve our members and our students.

Dennis Van Roekel, NEA President, used an analogy that we can all understand. He compared the work of the Union to that of a football team. He said that the NEA has been doing a good job on defense. We have our playbook and know what to do in different situations. A GREAT team, however, also has an effective offense. Being on offense is not a comfortable position for many of our members. Many times we don't speak up for what we know works best for our students. We don't tout our accomplishments. That's just the nature of who we are and what we do. Van Roekel challenges each of us to "get over it" and get working. Across the nation we have a new crop of legislators. Many of them have not been in a public school classroom since they, themselves, were students. We now live in an age of information and technology. Things have changed. We can no longer use an industrial model to educate children. They need to be able to compete on the world scene. Education is trying to change, but many legislators are stuck in the past. What worked for them will not work for our students today. It's not good enough.

NEA Vice President, Lily Eskelsen, challenged each of us to "put a picture of a child you love in your head." When evaluating legislation ask "Is this good enough for the child I love?" If the answer is no, it is up to us to explain why not. We need to be informed—now more than ever—about what works for kids. We need to seek out credible research. We must be ready. We all have success stories that are waiting to be told. That is just one move in our offense playbook as we challenge some of the "stuff" that is out there.

In Wisconsin, we are already working on a plan of offense. There are a series of meetings scheduled at locations around CWUC to help local members find their voice. These meetings are intended to provide the "how to" for this work. I encourage all of you to sign up for the meeting closest to you. Come ready to listen; ready to take the information back to your local; ready to join the offense on education's team. If you want to be involved but can't attend a meeting, reach out on line. The WEAC and CWUC web sites and the Members Only sites have information that can help. The NEA site www.educationvotes.nea.org provides a national perspective of the issues.

CWUC is more than 6,000 members strong. I **know** there are success stories out there waiting to be told. I **know** we have informed members that can speak up about what works and what doesn't in today's classroom with real students. We need to find our voice. We must speak up for what we know is best for the child that we hold most dear.

- Michelle Frofa, CWUC President

Do you know an everyday hero in your school district? Teachers and support personnel are **Moving Education Forward** every day through their success stories of reaching out to help students, families, co-workers, and communities. Some accomplishments are small, but when added to the efforts of all of our CWUC members, the stories of success in public education in central Wisconsin are monumental.

The CWUC Public Relations Committee is sponsoring a new feature in the monthly **Connection**. Think of someone in your local association that is an "everyday hero." It may be the bus driver who takes that extra time to ask a student how their day went before they get off of the bus. It could be the food service person who makes sure that a student with food allergies is cared for. What about the school secretary who greets everyone with a pleasant, "Good morning" to start the day out right? Or maybe it's that teacher down the hall who always has time to lend an ear and offer suggestions on how to make your school a better place to teach and learn. It could even be a "team" of educators who work together to meet the needs of at-risk students in an extraordinary way. All of these individuals could be looked upon as persons who have a positive influence on students and staff. They could be our **CWUC Everyday Heroes!**

If you have someone in mind who is an active member of your local association and would like to have him or her recognized for our monthly newsletter, send a digital picture, their name, job, school, and a short description (no more than 50 words) of why this person is an everyday hero to the CWUC office via stroikj@weac.org. A "team" of educators and/or support professionals can also be recognized. Please place "Everyday Hero Recognition" in the "Subject" line of your email. We will feature several individuals each month and will hold a drawing for a prize for one of the CWUC everyday heroes that are submitted.

What a great way to celebrate a special person that you work with! Don't delay! Send your nomination today.



CWUC CALENDAR

Tues., Feb. 8	PDP 101 Session – 5:30 p.m. – CWUC Office, Mosinee
Wed., Feb. 9	Joint Negotiations Cluster Mtg. (Clusters I, II, III and IV) – 5:30 p.m.; The Rose Garden, 131 W. Thomas St., Wausau
Th., Feb. 10	CWUC Exec. Committee Mtg. – 6:00 p.m. CWUC Office, Mosinee
Tues., Feb. 22	Building Rep Training – CWUC Office, Mosinee – 5:00 p.m.
Wed., March 2	Negotiations Cluster I (Cloverbelt Conf.) Owen-Withee H.S. Library – 6:30 p.m.
Wed., March 2	Negotiations Cluster II (Marawood Conf.) Stratford H.S. Library – 6:00 p.m.
Fri., March 4	CWE Convention – Greenheck Field House and D.C. Everest High School
Fri., March 4	CWUC Scholarship Applications due in CWUC office by 4:30 p.m.
Mon., March 7	Grievance Training for Beginners – CWUC Office – 5:00 p.m.
Wed., March 9	Negotiations Cluster IV (Central Wis. Conf.) Grand Seasons, Waupaca – 6:30 p.m.
Wed., March 16	Negotiations Cluster III (Wis. Valley/Great Northern Conf.) – CWUC, Mosinee – 6:30 p.m.

Moving Education Forward Regional Meetings are scheduled in CWUC on the following dates:

Th., Feb. 17	Meadowview Golf Course, Owen – 5:00 p.m.
Wed., Feb. 23	The Plaza Hotel & Suites, Wausau – 5:00 p.m.
Wed., March 2	Holiday Inn, Stevens Point – 5:00 p.m.
Wed., March 16	Waupaca Ale House, Waupaca – 5:00 p.m.
Wed., March 23	Best Western Inn, Wittenberg – 5:00 p.m.
Wed., March 30	Holiday Inn, Marshfield – 5:00 p.m.

RESERVATIONS ARE REQUIRED to attend the **Moving Education Forward** meeting that works in your calendar. **Deadline is one week prior to each scheduled meeting.**

2011 WEAC WINTER CONFERENCE



March 4 - 5, 2011

Friday – Howard Johnson, Wausau
Saturday – Westwood Conference Center

Conference Fee **\$25.00**
Lodging – Double **\$30.00** and Single **\$60.00**

For detailed information and to register, go online at:
www.weac.org/winterconference or contact
Gayle Isermann at IsermannG@weac.org

Scholarships available to attend WEAC WINTER CONFERENCE in Wausau on March 4-5, 2011

The CWUC ESP Committee is offering up to ten scholarships for first-time attendees at WEAC Winter Conference. The scholarships are for the Conference Fee only (\$25.00) and will be granted on a first come, first serve basis.

Time is running out – Registration deadline for the conference is February 11, 2011. If you are interested in this great opportunity, call the CWUC office at 715-693-1740 or 800-472-0010 to apply for funding.



Winter weather worries...

If you have a meeting at the CWUC office or at another location and the weather is causing travel problems for you, please contact the CWUC office to let them know that you are unable to make the drive. Weather conditions can also require cancellation of CWUC or WEAC scheduled meetings on short notice. If you are in doubt about whether or not a meeting is still being held at the CWUC office, please call 1-800-472-0010 or 715-693-1740 to check for meeting cancellations.

What are some other things you can do to keep *Moving Education Forward*?

1. Follow WEAC on Facebook at www.Facebook.com/myWEAC, where you can stay posted on the latest news and find out how you can join with other educators to move education forward.
2. WEAC wants to know how you're moving education forward at www.weac.org/movingeducationforward.
3. Drop a quick note to your legislators. Let them know you're paying attention to what they're doing –and you will hold them accountable for their decisions. Quickly connect with your legislators via e-mail at www.weac.org/cyberlobby.
4. **Attend one of the *Moving Education Forward* regional meetings scheduled during February and March in CWUC. Dates and locations are listed in the CWUC calendar and flyers have been mailed to CWUC local leaders.**

Plan to attend the 98th Annual CENTRAL WISCONSIN EDUCATORS' CONVENTION IN SCHOFIELD

The CWE Annual Convention will be held on Friday, **March 4, 2011**, at the Greenheck Field House (D.C. Everest Senior H.S.) in Schofield. Prices for the convention (in advance) are \$17 for teachers, administration, and school board members, and \$12 for support staff, interns, and student teachers. There will be an extra \$3 charge if you buy your tickets at the door. Advance tickets may be purchased from Kathy Johnson, CWE Treasurer. Contact her by email at kjohnson@wittbim.k12.wi.us or by phone 715-454-6315/home or 715-253-2213 ext. 1105/work.

This year's keynote speaker is Corwin Kronenberg. Mr. Kronenberg has over 30 years of experience in the school setting making it possible for him to bring extensive down to earth knowledge of the realities of kids. Corwin is an expert on the topics of self-concept and discipline. As a parent, author, and teacher, he is able to present his topic with enthusiasm, drama, humor and credibility. Check out the convention's website for further details and a list of sectionals and speakers at www.cweconvention.org

Don't forget to stop at the CWUC booth sponsored by the CWUC Public Relations Committee to register for prizes and to order new CWUC apparel. Be sure to look for our display of award winning bookmark entries for the CWUC sponsored *Read Across America* contest.

MARK YOUR CALENDAR

for upcoming workshops sponsored by the
CWUC Contract Maintenance Committee

BUILDING REP TRAINING

Tuesday, February 22, 2011

5:00 Registration and Light Meal

6:00 The Building Rep – Communicator, Organizer and Advocate

Building representatives play a critical role in connecting the rank and file members with their union. As a building representative you are asked to facilitate the flow of communication between members and leaders, ensure basic rights through work-place representation, and help mobilize union members to action in support of important union priorities. This is a nuts and bolts training for building representatives and local leaders.

Learn:

- The Role of the Building Representative...
- How to improve listening skills and answer difficult questions...
- How to handle Discipline Meetings and the Duty of Fair Representation...

8:00 Wrap Up and Questions

GRIEVANCE TRAINING FOR BEGINNERS

Monday, March 7, 2011

5:00 Registration and Light Meal

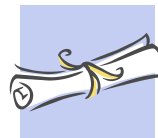
6:00 Getting All You Bargained For – A Guide to Contract Enforcement

Are you getting what you bargained for? The best contract in the world is worthless if you don't know how to enforce it. This is a basic training for members, building representatives, and local leaders.

Learn:

- What a grievance is...
- How to write a grievance...
- How to process a grievance...
- How to present a grievance to the board...

8:00 Wrap Up and Questions



Reminder to Parents & Guardians of CWUC's Graduating Seniors... CWUC Scholarship Applications are due Friday, March 4, 2011

CWUC will be awarding three scholarships to deserving high school seniors at the annual CWUC Representative Assembly. Children of active CWUC members, active CWUC retired members, or the child of a parent who died while holding an active CWUC membership are eligible. Children of fair share fee payers are not eligible for this scholarship. Recipients of the scholarships receive \$750.00 per semester for a maximum of eight semesters, if academic eligibility is maintained.

Application forms have been mailed to high school guidance counselors in CWUC locals. If your child is a candidate, but has not received an application form, please contact the CWUC office at 1-800-472-0010. Application forms are also available on the CWUC website, www.weac.org/cwuc. Look for the link on the Home page and click on "Forms" on the left-hand column. **Completed applications are due in the CWUC office by the close of the business day Friday, March 4, 2011. There are no exceptions to this rule.**

Another scholarship opportunity and deadline is approaching...

The WEAC scholarship is available to students who plan to major or minor in education and intend to teach in Wisconsin. The deadline for WEAC scholarships is February 20, 2011. Application materials and eligibility guidelines are available online at www.weac.org.

Teacher Non-renewal KNOW YOUR RIGHTS AND BE PREPARED

Public school teachers, including counselors, school psychologists, and others licensed by the Department of Public Instruction in Wisconsin will receive notice of contract renewal for the next school year or will receive a notice of non-renewal. Non-renewal affects teachers, not support staff. Wis. Stats. 118.22 is the law outlining the timetable for non-renewal decisions. In order to non-renew a teacher, a board of education must take three steps in the following order.

Step 1: The board must send a written preliminary notice of consideration of non-renewal to the teacher prior to **February 28, 2011**.

Step 2: The preliminary notice must inform the teacher that he or she has a right to a private conference with the board if requested in writing within five calendar days, and the board must grant the conference if it is requested.

Step 3: If, after the private conference, the board decides to non-renew the teacher, the board must give the teacher written final notice no later than **March 15, 2011**.

If you receive a notice of consideration of non-renewal, take **immediate** action to protect your job and your employment records by doing the following:

- **Tell your association president** about the notice the SAME DAY you get the notice. If you cannot reach the association president, call the CWUC office the SAME DAY you receive the notice.
- **Give a copy of all correspondence** pertaining to your pending non-renewal to your association representative or mail/fax it to the CWUC office on the SAME DAY you receive it.
- **Do NOT discuss the non-renewal** with your administrators or board members unless you have an association representative with you.
- **Do NOT agree to anything** without first consulting your association representative or contacting the CWUC office.
- **If you are pushed for an immediate response**, tell the individual you will be represented by CWUC and that you must first consult in depth with your UniServ Director. Let them know that you have been advised to NOT discuss the issues without a Union representative present.
- **You have a legal right** to have union representation present at all board hearings or administrative meetings concerning a non-renewal, but you must request it.

REMEMBER... Wis. Stats. §118.22 only applies to full-time teachers. It does not apply to part-time teachers unless the statutory procedures are provided to part-timers through your master contract. If you do not receive written notices as described in this article and if you do not receive a letter of intent before March 15, 2011, you must accept contract renewal by April 15, 2011.

You can self-renew by providing a written statement saying, "I hereby accept the renewal of my teaching contract for the 2011-2012 school year." You must date the statement, sign it, and deliver it to the superintendent on or before **April 15**. It is suggested that you maintain a copy for your personal records. Some schools provide receipts upon delivery of the intent statement. Remember that it is your responsibility to protect your rights. Don't wait until the last minute to check on your renewal procedures in your school district. If you have questions, contact your local president, CWUC board representative, or grievance/negotiations chairperson.

Not all non-renewals are for disciplinary reasons, but do your best to stay positive and work with your Union Representatives. Your receipt of a non-renewal notice represents the opinion of one administrator and not necessarily the opinion of all.

Don't forget to have your students enter the CWUC bookmark contest!

ENTRIES ARE DUE MONDAY, FEBRUARY 21.

Due to the popularity of last year's contest and the wonderful artwork received from CWUC students, the CWUC *Read Across America* bookmark contest will be held again this year. The winning entries will be displayed at the CWE Convention in Schofield in March. Get your students involved by following these simple rules...

WHO CAN ENTER?

K-12 students in CWUC public schools.

WHAT IS THE CONTEST?

Design a 2" x 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.

WHAT IS THE PRIZE?

The winning design will be printed and distributed at the CWE Convention on March 4, 2011. The winning entry artist will receive a \$50.00 prize.

WHEN ARE ENTRIES DUE?

Entries must be **received** in the CWUC office no later than **4:30 p.m., Monday, February 21, 2011**.

Note: 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.

Local association presidents have received the official rules and template for the contest. If you didn't receive a copy, call the CWUC office and an entry form will be emailed/mailed to you. The rules and entry form are also posted on the CWUC website at www.weac.org/cwuc

Something new to help you celebrate *Read Across America...*

SEND YOUR VIDEO TO SCHOOLTUBE



Looking for your 15 minutes of fame? SchoolTube has created a *Read Across America* channel designed to showcase student and educator videos from around the country. To sign up and share your videos, go to SchoolTube at <http://www.schooltube.com/user/NEAreadacrossamerica>