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**CWUC Connection**  
CWUC Office  
P.O. Box 158  
Mosinee, WI 54455-0158  
715-693-1740 or 800-472-0010

# Central Wisconsin Educators 94<sup>th</sup> Annual Convention

**FRIDAY, MARCH 2, 2007**  
at the  
**Greenheck Field House and the adjoining  
D.C. Everest High School in Schofield, WI**

Exhibits open at 7:30 a.m. Sectionals begin at 9:00 a.m.  
Keynote speaker at 1:15 p.m.

Tickets are \$14.00 in advance for teachers & administrators  
\$9.00 for support staff, retired teachers,  
paraprofessionals, secretaries & interns  
Extra \$3 charge if you buy tickets at the door

Advance tickets are available through Thursday, February 22  
from Jack Allgaier, CWE Treasurer,  
2617 Clark St., Stevens Point, WI 54481

### This year's featured speaker is...

◆ **Dr. Bruce Campbell** – Dr. Campbell is a teacher, author, and consultant who has worked at all levels in K-12 education over the past 30 years. Bruce developed a nationally acclaimed instructional model using multiple intelligences to differentiate instruction. He is a popular keynote speaker whose informative and entertaining message will leave you excited about the inner workings of the brain. His popular presentation, "Dance of the Dendrites," provides a wealth of information and practical ideas that you can use immediately.

Mark your calendars and plan to attend this valuable professional development opportunity.

### Working on your taxes? Be aware of educator expense claims...

Because Congress was so late in passing the tax-extender legislation (Tax Relief and Health Care Act of 2006), the IRS did not have time before mailing out Form 1040 to revise the form to include a line for the educator expense. According to the Internal Revenue Service News Release IR-2006-195 (issued on 12/22/06, two days after President Bush signed the law):

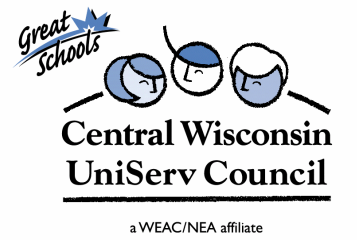
- ✘ The deduction for educator expenses should be claimed on Form 1040 line 23 (Archer MSA deduction). Enter "E" on the dotted line to the left of that entry if claiming educator expenses.
- ✘ To claim the deduction, educators must file Form 1040, not Form 1040A.
- ✘ Taxpayers are urged to file electronically instead of on paper, to minimize confusion over these late changes.

For more information, contact Jane Oberdorf, WEAC Interim Business Manager, at [oberdorfj@weac.org](mailto:oberdorfj@weac.org) or 1-800-362-8034.

# CWUC Connection

*CWUC shall provide leadership, training and services to strengthen locals and empower members to provide the best educational opportunities to all.*

Volume 34, No. 6 – February 2007



## A Legislative Cure for the Health-Care Cost Blues?

Health care costs are squeezing family budgets. As medical costs continue to rise, fewer employers offer health care insurance, and employees are left to explore the individual insurance market and its unaffordable options. Families with employer coverage face rising deductibles and increased cost-sharing. Health care often dominates collective bargaining negotiations, with our members sacrificing salary increases or accepting pay cuts just to maintain benefits.

With rising costs putting health care out of reach for many, the public is clamoring for a solution to the health care cost crisis. In the November 2006 election, Wisconsin voters in 11 communities overwhelmingly approved a non-binding health care referendum initiative calling for the Wisconsin Legislature to develop a plan to reduce health care costs and guarantee access to universal, affordable health care coverage for all Wisconsin residents. Will the Legislature heed the call?

Calling the skyrocketing cost of health care "the biggest threat to continued economic development and job creation," Senate Majority Leader Judy Robson (D-Beloit) has made increasing health care affordability and accessibility a top priority. The Senate Democrats plan to take a closer look at three plans that move the state closer to universal coverage. New incarnations of three health care reform bills from last session are expected to be introduced in the next few months and reviewed by the Senate Health and Human Services Committee chaired by Sen. Jon Erpenbach (D-Middleton).

The first proposal, the Wisconsin Health Plan, would require companies to pay 3 percent to 12 percent of wages and employees to pay 2 percent into a purchasing pool. Wisconsin residents, using health savings accounts, would select from among three tiers of health plans offered by various insurers. Under another bill, referred to as the Wisconsin Health Care Partnership Plan, employers would be charged about \$340 per month per worker for a uniform plan that would cover all medically necessary care and would be developed by a Labor-Management Commission. Employees would also help fund the system with deductibles and co-payments. Unions would still be able to bargain for additional benefits. Finally, a third bill proposes a single-payer, state-run plan that would tax employers and individuals for health care.

Assembly Speaker Mike Huebsch (R-West Salem) says the Republican-controlled Assembly is also interested in health care reform; however, he envisions a very different approach. Rep. Huebsch rejects government-run health care initiatives and taxes on employers to fund reform. For him, the solution to the health care dilemma lies in consumer-based free market competition and health savings accounts.

Governor Doyle is also championing health care reform. In his January 3 inaugural address, Governor Doyle said the rising price of health care "is not only an economic crisis, it's a human crisis ...and it demands action now." He wants to expand BadgerCare to cover all children, create a small business insurance pool for catastrophic coverage and allow tax deductions for health insurance premiums.

Will the two houses of the Legislature and Governor Doyle be able to coalesce around a health care reform plan? Stay tuned.

### Deadline Approaching... CWUC SCHOLARSHIP APPLICATIONS DUE Friday, March 2, 2007



CWUC will be awarding scholarships to three deserving high school seniors at the annual CWUC Representative Assembly on Thursday, April 6, 2006. These scholarships are available to the sons or daughters of **ACTIVE** CWUC members. The Scholarship Committee selects the winners based on academic achievements, school involvement, and community service. The recipients will receive up to \$750.00 per semester for a maximum of eight semesters, provided they remain academically eligible.

Application forms were mailed to high school guidance counselors in CWUC locals in December. If your child is a candidate for this outstanding opportunity, but has not received an application form, please contact the CWUC office at 1-800-472-0010 as soon as possible.

The deadline for **RECIEPT** of completed applications in the CWUC office is **FRIDAY, MARCH 2, 2007, by 4:30 p.m.** There are **NO** exceptions.

### CWUC Calendar



Wed., Feb. 14	Negotiations Cluster I – 7:00 p.m. Owen-Withee High School Library
Wed., Feb. 14	Negotiations Cluster II – 6:00 p.m. Edgar H.S. Library Media Center
Wed., Feb. 14	Negotiations Cluster IV – 7:00 p.m. Grand Seasons Best Western, Waupaca
Thurs., Feb. 22	CWUC Board of Directors – 5:30 p.m. CWUC Office, Mosinee
Fri., March 2	NEA's Read Across America Celebration
Fri., March 2	CWE Convention – Greenheck Field House & adjoining D.C. Everest H.S.
Fri., March 2	Scholarship Applications due in CWUC office by 4:30 p.m.
Thurs., March 15	CWUC Exec. Comm. Mtg. – 6:00 p.m. CWUC Office, Mosinee

*The CONNECTION is a monthly newsletter written and published by the Central Wisconsin UniServ Council, P.O. Box 158, Mosinee, WI 54455-0158  
Wis. Statute 11.29 Communication to Members Only*

# NEA Celebrates 10 Years of Read Across America

Plan now to celebrate "Read Across America" on March 2, 2007



TM & © 1997 Dr. Seuss Enterprises, L.P. The Cat in the Hat. Image TM & © 2007 Dr. Seuss Enterprises, L.P. All Rights Reserved.

Ten years ago, NEA and its members started a reading revolution. It began with a one-day celebration of Dr. Seuss's birthday and has now become a year-round literacy campaign reaching nearly every home, school and community.

Check out the special events link at [www.nea.org/readacross](http://www.nea.org/readacross) to locate a tool kit that presents tips for events, posters,

certificates, bookmarks, press releases, letters, and more. It's a terrific site that is full of ideas, information and inspiration on motivating kids to read. Encourage community members to put aside the many hats they wear for work and play and to don the ultimate reading hat...the red and white striped stovepipe made famous by the Cat in the Hat, on March 2.

Here are 13 "Seuss-gestions" you might want to try in your local to make your day, week, or year-long project a success:

- ◆ Involve all of your local members. Bus drivers can set up a reading challenge; cafeteria workers can prepare recipes from your favorite books; invite school secretaries to be guest readers.
- ◆ Look for partners to include in your event. Contact local businesses and organizations – they are great sources of book donations and volunteer readers.
- ◆ Arrange for a proclamation through your mayor, school board, or local legislators. A sample proclamation can be found at [www.nea.org](http://www.nea.org)
- ◆ Everyone loves a challenge, especially students. Be creative and students will "read" to the challenge.
- ◆ Read on the radio.
- ◆ Aim high. Who says high school students won't get involved? Book fairs, reader's theater, poetry slams...the sky is the limit.
- ◆ Invite parents and students to don their pajamas and snuggle up and read.
- ◆ Have students write to local heroes and ask them about their favorite books.
- ◆ Create a culture café and put books on the menu. Your reading recipes can combine food and fiction or non-fiction.
- ◆ Put reading on parade or hold a book lovers' ball. Celebrate your favorite authors, books, and characters in style.

- ◆ Break a record! Guinness records were made to be broken. Give it a try!
- ◆ Make your reading event a multilingual, multicultural affair.
- ◆ Team up for reading. Contact local sports teams for reading challenges and guest readers.

Don't forget to take pictures of your local events and send them to WEAC, c/o Bill Hurley. Maybe you can get your local featured in the "Share Your Photos" section on the WEAC website!

**Bookmarks and stickers are available on a first-come first-serve basis from the CWUC office. If you have not placed an order and would like them for your Read Across America event, call 800-472-0010 or 693-1740 as soon as possible.**

## 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 by **February 28, 2007**.
- 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, 2007**.

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 "pushee" you will be represented by CWUC and that you must first consult in depth with your UniServ Director.
- **You have a legal right** to have union representation present at all board hearings, 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 by March 16, 2006, you must accept contract renewal by April 15, 2006.

You can self-renew by providing a written statement saying, "**I hereby accept the renewal of my teaching contract for the 2006-2007 school year,**" **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.

## Attention ESP Members

*The CWUC ESP Committee will be offering a session dealing with ESP Bargaining Issues on*

**MONDAY, MARCH 19, 2007**  
*CWUC Office, 370 Orbiting Drive, Mosinee*

*A light supper will be available at 4:45 p.m.*  
*Training begins at 5:45 and ends at 8:00*

Information and discussion on the following topics will be featured:

- ◆ ESP BARGAINING GOALS
- ◆ LIVING WAGE
- ◆ FORMATION OF AN ACTION TEAM TO HELP SUPPORT THE BARGAIN
- ◆ COMMUNICATION WITH THE MEMBERSHIP DURING THE BARGAIN

Reservations are required.  
Call the CWUC office at 693-1740 or toll free 1-800-472-0010 by **March 10<sup>th</sup>** to pre-register

## A Message from CWUC President Michelle Frola...

### Help set the direction for CWUC, WEAC, and NEA

Did you ever wonder who sets the policies for the Wisconsin Education Association Council (WEAC), the National Education Association (NEA) and Central Wisconsin Education Association (CWUC)? Who elects WEAC, NEA, and CWUC leaders? Who decides how UniServ, state and national dues are spent? Who adopts CWUC WEAC, and NEA positions on current issues?

The answer is that members like yourself determine the overall direction and the major positions of your local, state, and national organizations. Members who are elected as delegates meet once a year at the WEAC, and CWUC Representative Assemblies in the spring and at the NEA Representative Assembly in July. These delegates elect officers and make the basic decisions that guide these organizations each year.

The WEAC RA, which is made up of nearly 900 delegates from across the state will be held in Madison on April 20 – 22. On Friday evening, hearings are conducted on the budget, resolutions, and constitutional amendments. There are also opportunities to meet the candidates for WEAC offices. Saturday has delegates acting on various reports, adopting the legislative program, considering resolutions and new action items, electing officers, and adopting the biennial budget and dues. Any business not completed by Saturday evening is considered on Sunday morning.

To prepare delegates to participate, CWUC will hold a meeting before the RA on \_\_\_\_\_ for all association delegates to receive their packet of materials which includes the program budget, resolution, and constitutional amendments. Local associations pay all of your expenses for attending the WEAC-RA. The CWUC office assists with hotel and other arrangements. If you would like to be a local delegate, please speak to your local president. **Local presidents must return the delegate certification form to WEAC by April 1, 2007.**

Make sure that your local is represented at this year's WEAC-RA. The more delegates that CWUC has at this event, the greater the impact central Wisconsin can have on the decisions that affect teachers, paraprofessionals, and support personnel. Attendance by all locals in CWUC is critical to our influence on our unions' goals and objectives.

Include....Reminder about scholarship  
Reminder about shirts