

# CWUC Connection

The Connection is a monthly newsletter written and published by the Central Wisconsin UniServ Council. This is an 11.29 communication with WEAC members, Federal Statute CFR 100.8 (b) (4)

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# CWUC Connection

CWUC is committed to organizing for strong locals, protecting members' rights, and advocating for strong public schools



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## Is your district anticipating layoffs?

Because of an inadequate school funding formula, many school districts have found themselves having to lay off personnel. A good time to review the layoff provision in your contract is before layoff notices are given. Once that happens, it suddenly becomes very personal for some people. Establishing and/or reviewing the process before that point is much easier. It is recommended that you do this now, before names or positions are attached to the layoff. Many times with potential layoffs comes the pressure on older staff to retire. Remember that retirement discussions become very sensitive at that time as well, and given the age of potential retirees, comes the potential of age discrimination. Potential retirement discussions should never be linked to potential layoff notices. It is inappropriate, and potentially illegal for Administration to pressure an older employee to retire because of age.

## The CWUC Contract Maintenance Committee

is sponsoring a

## Layoff and Non-renewal Workshop

DATE: Tuesday, February 10, 2009

TIME: 5:30 – 6:00 p.m.  
*Dinner and Registration*

6:00 – 7:30 p.m.  
*Workshop*

7:30 p.m.  
*Questions*

PLACE: CWUC Office  
370 Orbiting Drive, Mosinee, Wisconsin



All CWUC local associations are encouraged to participate in this important workshop. Members who have attended in previous years are welcome and encouraged to bring newer members along.

### TOPICS:

- ✗ Non-renewal and Layoff Definitions and Terminology
- ✗ Statutory & Contractual Timelines
- ✗ Seniority, Bumping, Partial Layoffs
- ✗ Unemployment Benefits
- ✗ Contract Interpretation Exercise Using Local Contract Language  
*No need to bring your local contract – copies of contracts will be available at the workshop for all members who register to attend.*

### REGISTRATION IS REQUIRED

Call the CWUC office at 800-472-0010 or 715-693-1740 no later than TUESDAY, FEBRUARY 3.

Mileage will be paid for 1 car per local

## CWUC CALENDAR



Wed., Jan. 14	Negotiations Cluster IV – (Central Wis. Conf.) 6:30 p.m. – Grand Seasons, Waupaca
Fri., Jan. 16 – Sun., Jan. 18	NEA Midwest Leadership Conf. (Chicago)
Wed., Jan. 21	Negotiations Cluster III – (Wis. Valley/Great Northern Conf.) 7:00 p.m. – CWUC Office, Mosinee
Tues. & Wed., Jan. 27 - 28	Professional Staff Mtg., Wisconsin Dells
Wed., Jan. 28 Wed. – Fri., Jan. 28 – 30	Prof. & Associate Staff Joint Mtg., Wis. Dells Associate Staff Mtg., Wisconsin Dells
Wed., Feb. 4	Negotiations Cluster I – (Cloverbelt Conf.) 7:00 p.m. – Owen-Withee H.S. Library <i>AND</i> Negotiations Cluster II – (Marawood Conf.) 6:00 p.m. – Edgar H.S. Library Media Center
Tues., Feb. 10	Layoff & Non-renewal Workshop – 5:30 Dinner; 6:00–7:30 Workshop – CWUC Office, Mosinee
Wed., Feb. 11	Negotiations Cluster IV – (Central Wis. Conf.) 6:30 p.m. – Grand Seasons, Waupaca
Thurs., Feb. 12	CWUC Executive Committee Mtg. – 6:00 p.m. CWUC Office, Mosinee
Wed., Feb. 18	Negotiations Cluster III – (Wis. Valley/Great Northern Conf.) 7:00 p.m. – CWUC Office, Mosinee
Fri. – Sun., Feb. 20-22	WEAC Board & Committee Mtgs. Sheraton, Madison
Fri. – Sun., Feb. 27 – Mar. 1	Winter Conference – Milwaukee

**Rain, Sleet, Snow!**  
It's that time of year for cancellations.  
Check it out before you drive...

Weather conditions in central Wisconsin sometimes 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.

It's also helpful for staff to know if you are unable to attend due to weather and/or road conditions.



## Check out a new Web site for Social Studies

Social Studies Resources is a new Web site that is available to everyone. It contains information and teacher resources on many categories – from the Abolitionist Movement to Racism; from Reconstruction to the Women's Movement.

Go to [www.socialstudiesresources.org](http://www.socialstudiesresources.org) and see the variety of subjects available.

## National Board Certifications include CWUC members

**Margaret Hartwig** and **Janis Hoehn**, Marshfield High School, were two of the 74 teachers across Wisconsin to become certified by the National Board for Professional Teaching Standards. Margaret was certified in Mathematics/Adolescence and Young Adulthood, and Janis has been certified in Science/Adolescence and Young Adulthood.

The National Board for Professional Teaching Standards (NBPTS) announced in December that 74 Wisconsin teachers were awarded National Board Certification for 2008. The teachers successfully submitted classroom-based videos of their teaching methods as well as details of their work in the community. National Board Certified Teacher (NBCT) candidates also were tested in one of 25 selected categories such as science or math. The 74 Wisconsin teachers certified by the NBPTS are part of 9,600 teachers certified across the country this year.

WEAC President Mary Bell (Wisconsin Rapids Education Association) said: *The National Board Certification process is rigorous, well defined and thorough, and Wisconsin should be proud it has so many NBCTs in classrooms across the state. The certification shows teachers are dedicated to their work and want to take pride in that devotion by having it recognized nationally.*

According to the NBPTS, the National Research Council found that National Board Certification positively impacts student achievement, teacher retention and professional development. NBCT candidates go through 200 to 400 hours preparing for and completing the National Board Certification process. Teachers must have a college degree, three years of teaching experience and be licensed to be eligible for the certification. Certification lasts for 10 years, and certified teachers must reapply for the designation.

## Make a New Year's Resolution to buy Union!



Union-made goods and services are available online for the public to view and buy. The new Union Label and Service Trades Department of the AFL-CIO web site now features links to union-made items that you can purchase online. According to the U.S. Department of the Census, personal consumer spending on items like clothes, toothpaste, food, etc., accounts for 68% (or \$6.8 trillion) of the wealth created annually in the U.S. Imagine the impact if just a fraction of those dollars goes towards products made by our union brothers and sisters.

You can save money and jobs by clicking on [www.shopunionmade.org](http://www.shopunionmade.org). Current offerings on the site include clothes, shoes, computers, sporting goods, toys, games, travel, and much, much more. Buying union means that you're taking responsibility for what your dollars do, where your products are coming from, and it also invests in good jobs for U.S. communities. Take a stand...make a difference...buy union!



## Reminder: 2009 CWUC and WEAC scholarship forms available now

CWUC Scholarship forms are available in area schools. If you have a son or daughter who is currently a senior, make sure they apply for the CWUC scholarship. The course of study is not restricted to education for the CWUC scholarship. The deadline for RECEIPT of applications in the CWUC office is Friday, February 27, 2009, by the close of the business day. **THERE ARE NO EXCEPTIONS!** The scholarships will be presented at the CWUC Representative Assembly on Thursday, May 7, 2009. If your child's high school does not have the application form, contact the CWUC office to have one mailed to you.

WEAC also sponsors scholarships that are intended for students who are pursuing an education major. The deadline for applying for the 2009 WEAC Scholarship is February 20. Applications for the WEAC scholarship are available on the OnWEAC Members Only site at [www.weac.org](http://www.weac.org)

## WEAC Resolutions Deadline

Resolutions are formal expressions of opinion, intent, belief, or position of the Association that are presented to the delegates at the WEAC Representative Assembly. As advocates for great schools, WEAC members have the opportunity to create belief statements that represent current issues and concerns of our diverse membership. Resolutions represent our beliefs, and serve to define our goals and how we work to achieve them. They put forth what we philosophically believe is WEAC's vision for an ideal world.

Resolutions must be submitted to the Resolutions Committee for consideration at least 92 days prior to the Representative Assembly. This year's deadline is January 23, 2009. For more information and guidelines regarding the proper submission requirements for resolutions, visit [www.weac.org](http://www.weac.org) and log in to the OnWEAC Members Only site.

## Coming Up: Twentieth Annual Fourth Grade Poster Contest

The WEAC Human Relations Committee is sponsoring a poster contest to promote the celebration of Wisconsin Native American culture and to address the issue of racism directed at Native Americans. The theme for this year's contest is: Wisconsin Native Americans: One People, Many Nations. Three artists will be chosen by the Human Relations Committee to receive a \$100 savings bond and gift. The Human Relations Committee will award medals to the artists of the three entries submitted by each UniServ. The artwork of the winners will be displayed at the WEAC Convention.

What are the rules?

- Fourth grade students in Wisconsin public schools are eligible.
- Poster must contain wording and/or imagery which reflects the contest theme. It must reflect Wisconsin Native American culture.
- Artwork can be presented in any two-dimensional media.
- The size must be 12 inches X 18 inches (vertical or horizontal).
- Lamination is encouraged, but not required.
- The following information must be on the back of the entry: student's full name; student's school name and address; school district; teacher's name and address
- Original poster must be submitted. Entries will not be returned.
- Send entries to the Local Association President by February 1. The top three posters from each local should be sent to CWUC UniServ President by February 15. The top three posters from the UniServ level must be sent to the WEAC office by March 15.
- For more information, contact Mary E. Pitassi at [pitassim@weac.org](mailto:pitassim@weac.org)

## Thinking of retirement? Wisconsin Department of Employee Trust Funds offers guidance for future retirees

Many CWUC members looking forward to a happy, lengthy retirement are getting increasingly concerned about how the economic recession and downturn in the markets will affect their future retirement pensions. The Wisconsin Department of Employee Trust Funds (ETF) and the State of Wisconsin Investment Board (SWIB) offer its subscribers some guidance.

Both ETF and SWIB have compiled on-line videos and available printed material to explain to subscribers what they are doing to ensure our members have a viable pension plan during these tough economic times. Go to: [http://etf.wi.gov/news/market\\_volatility.htm](http://etf.wi.gov/news/market_volatility.htm) to see videos of both groups as they strategize their investment options to keep our pension plan afloat. This website also has a "FAQ" page and links to other web pages explaining the ETF and SWIB relationship and system and some helpful hints as to how to maintain one's retirement pension during the economic downturn.



If you are an initial educator and this is your second year on the job (not including substitute teaching), you should have your PDP goal ready to submit to a PDP team for approval by January 1. If you haven't done so, be sure to submit your PDP goal to your team as soon as possible. If you have questions or need help, call the CWUC office at 1-800-472-0010 and you will be put in touch with someone who can help you.

**The Professional Development Center will be holding a PDP information session on February 10, 2009 at the CWUC office in Mosinee.** If you are an initial educator in your first year of teaching or a professional educator who is interested in renewing your license with a PDP, this session will provide essential background that will help you get your PDP started. A light meal will be served at 5:30 P.M., and the session will begin by 6:00 P.M. You must register for this session by calling the CWUC office no later than Thursday, February 5.

## Winter Conference February 27 - March 1, 2009

The 2009 WEAC Winter Conference will be held at the Wyndham Milwaukee Airport Hotel and Convention Center ~ February 27 to March 1, 2009. This will be another exciting opportunity to learn new skills as well as network with members from across the state.

This year's conference is designed to provide greater focus on our union's priorities. Topics will include school funding reform; health care reform; and professional development and licensure support. These courses are designed to give members a comprehensive understanding of the issues through interactive, hands-on training experiences. There will be an additional fourteen topics on Sunday to respond to a wide variety of member interests.

Online registration is available at [www.weac.org](http://www.weac.org). Sessions usually fill up quickly, so be sure to register early.



## Deadlines approaching for a variety of awards...

The Awards Banquet held annually during the WEAC Representative Assembly in the spring recognizes a wide variety of special achievements by its members, staff members, local association projects, and individuals who are supportive of public education. The nomination deadline for all of the awards is February 2, 2009. Check out the details on each of the awards at <https://www.weacm.org> Click on "Awards" in order to get the requirements and entry forms for each.

Award categories include...

- Educational Support Professional Award
- Lewandowski Award
- Tenia Jenkins Activist Award
- Outreach Award
- Cunningham, Dickinson, Watson Commemorative Staff Award
- School Bell Award
- WEAC Friend of Education Award

## Looking ahead ~ plan now to attend WEAC Summer Academy

WEAC Summer Academy 2009 will be held July 26 – July 29 in LaCrosse, Wisconsin. Check-in will be on Sunday and activities will end on Wednesday. Participants will enroll in one course for the entire Academy. Participation as teams of UniServ or local members and leaders is encouraged. This is a terrific opportunity to network with members from across the state and to develop basic and advanced skills in a specific area. Watch for more information at [www.weac.org](http://www.weac.org) as new details are posted.

**It's a new year and a time for change. It's time for Wisconsin to develop a better, more effective school funding system and to change the system we currently have. Here are the basic "Talking Points" to help you frame your message when having conversations about school funding reform...**

- Every kid deserves a great school, and Wisconsin must invest in opportunities for all students.
- Investments in great schools build strong communities, and we need a state system that is accountable for our investments.
- Wisconsin takes pride in great schools and it is time to renew our investments in the tradition we have built. 69% of the population support changing the current school funding system.

**What else can you do?** Contact WEAC at [schoolfunding@weac.org](mailto:schoolfunding@weac.org) to find out what you can do in your community to strengthen public schools. Contact your legislators and encourage them to listen to the proposals that the School Finance Network have developed. Start conversations with community members using the above talking points. Stay informed by reading updates about the School Finance Network's progress on the WEAC website.