

## Northeast Regional Bargaining School February 2-3, 2007

**HEALTH INSURANCE** is perhaps the single major issue that has taken a choke-hold on our ability to bargain contract settlements.

- ★ What are the issues driving health care increases?
- ★ What about HSAs, HRAs, wellness incentives, and an ever-changing parade of providers with promises?
- ★ Are there any solutions to the health care crisis?

To explore these topics, bargaining teams are encouraged to attend the Northeast Regional Bargaining School to be held at Liberty Hall in Kimberly. The seminar will begin with Friday night registration on Feb 2. Saturday offers two general sessions and a choice of breakout sessions. The entire focus is the issue of Health Care.

Registration deadline is Friday, January 19 and forms are available in the CWUC office or under the "Latest News" section on the CWUC website. You can also register by calling the Bayland UniServ office at 1-800-472-5582.

A block of rooms is reserved at the Hilton Garden Inn next door to Liberty Hall. Hotel reservations should be made by January 12 to receive the group rate. To make your hotel reservations, call 1-800-445-8667. The group code for this meeting is NEW. The rate for a single room is \$63 plus tax and a double room is \$83 plus tax.

### New design for Bookmarks & Stickers... PLACE YOUR ORDER NOW!

Plan now to celebrate READ ACROSS AMERICA on March 2, 2007. Bookmarks and stickers will have a new design this year and will again be available on a first-come first-serve basis. Call the CWUC office at 800-472-0010 or 715-693-1740 to place your order. Teachers are encouraged to coordinate and place one order per school; however, individual orders will also be accepted.

Check out the many resources and ideas that are available for READ ACROSS AMERICA at [www.nea.org](http://www.nea.org)

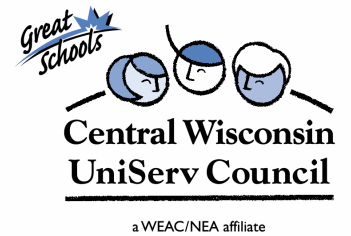


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# CWUC Connection

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

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## From the President's Desk...

Welcome to 2007! I hope everyone had a wonderful holiday season with time to relax, rejuvenate, and visit with family and friends. As the New Year begins, I'd like to take a few moments to reflect and review some of the closing events of 2006 before we begin the work of 2007.

I want to send a HUGE thanks to all CWUC members who worked in the November elections and voted for candidates that support strong public schools. Many new legislators will begin their terms in January as a result of our efforts. This is one example of what we can accomplish when we pull together.

I'd especially like to recognize the efforts of four groups of people. First of all, the CWUC associate and professional staff for the time and extra effort involved in setting up and coordinating the many events and activities that surrounded the election. Secondly, the "Young Educator" group – this group of young emerging leaders from the Stevens Point EA worked with an NEA political organizer to prepare two 5,000 piece mailings for distribution. Their energy and enthusiasm clearly refutes the idea that young educators are apathetic and don't care. Next, the Wausau EA – the night before the election, members from this group swarmed into the CWUC office. They took over every available phone to make over 1,000 phone calls reminding members of the importance of this election and encouraging them to vote. And finally, EVERY CWUC member that took the time to personally hand-write a postcard to a fellow member about the election. Because of your collective efforts, we were able to mail out 5,700 postcards within a two-week period!

So, what lies ahead for 2007? Here are two upcoming opportunities that you might want to attend:

- ◆ February 2-3 is the Northeast Bargaining School in Kimberly. The topic of this training for negotiators is HEALTH CARE. More information on this important event is included in this newsletter.
- ◆ March 2-4 is WEAC's Winter Conference in Milwaukee. This conference has a wide range of training opportunities for all members. Sessions are planned for tech college personnel, ESPs and teachers. Topics include professional development as well as union-skill development. See the WEAC website for more information and registration. Plan to register early as this conference fills quickly.

A "Calendar of Events" is being developed for the CWUC web page so that you can check for upcoming events at your leisure. If you haven't been to our site, please take some time to check it out. You will find direct access to the CWUC web page from the WEAC Members Only site.

Wishing you all the best as together we look forward to an exciting 2007.

*Michelle Frola  
CWUC President*

## CWUC Calendar



Wed., January 17	Negotiations Cluster III – 7:00 pm CWUC Office, Mosinee
Fri., January 19 – Sun., January 21	NEA Midwest Leadership Conf. in Chicago
Thurs., January 25	Executive Committee Mtg. – 6:00 p.m. CWUC Office, Mosinee
Wed., February 7	Negotiations Cluster I – 7:00 pm Owen-Withee High School Library and Negotiations Cluster II – 6:00 pm Edgar H.S. Library Media Center
Wed., February 14	Negotiations Cluster IV – 7:00 pm Best Western Grand Seasons, Waupaca
Thurs., February 22	CWUC Board of Directors – beginning with a meal at 5:30 pm
Fri., March 2	CWUC Scholarship Applications due in CWUC office by 4:30 pm
Fri., March 2	CWE Convention – Greenheck Field House and D.C. Everest H.S. in Schofield
Fri. March 2	Dr. Seuss Read Across America Celebration
Fri. March 2 – Sun., March 4	WEAC Winter Conference - Milwaukee Hilton City Center

## Emails... *Beware!*

As the use of e-mail becomes more and more a core part of doing our jobs as teachers and support staff, it is important that we remember a few things about using the district e-mail system. Any e-mail messages that pass through the district's e-mail server are considered property of the district. Because of this, the district administrators have every right to examine any and all e-mail messages that you send or receive using your district e-mail account.

Secondly, any e-mail messages that pass through the district's e-mail server are subject to the Open Records Laws that govern public institutions. Any citizen of your community can request copies of your e-mail messages. If such a request is made, the district must comply. Recently, several school districts in Wisconsin have had to turn over months and even years of e-mail records.

As you would expect, there are exceptions to the Open Records Law. For example, messages containing information that is considered confidential in nature (specifically, student information or employee personnel records) can be held back. Otherwise, copies of all e-mail messages will be released when a request is made to the district.

If you have an agreement with your district that allows the union to use school computers and e-mail accounts, please limit e-mail communication to brief notices such as the date and time of meetings. If an issue needs to be discussed, do not include details in your e-mail message, but ask the recipient to call you.

## Interested in becoming a UniServ Director?

The Wisconsin Education Association Council is currently seeking applicants for a staff internship. The WEAC Intern Program provides for a one year, full-time internship. Interns are selected from applicants who are interested in an opportunity to become professional staff. **Women and minorities are strongly encouraged to apply.**

The intern selected will work directly with a group of mentors, including UniServ staff and WEAC program staff. The intern program is designed to be an on-the-job learning experience. Internships are full-time positions with duties scheduled during the week and on weekends. Interns can expect to receive training on a number of programs and within a variety of UniServ units and WEAC.

### APPLICATIONS ARE DUE JANUARY 31, 2007.

Interns are not allowed to hold any appointed or elected office at any level of the Association (local, UniServ, state or national).

For more information, contact Mark Simons at [simonsm@weac.org](mailto:simonsm@weac.org) or 1-800-354-7816, or Dave O'Connell, WEAC's Director of Human Resources, at [oconnelld@weac.org](mailto:oconnelld@weac.org), or 1-800-362-8034 ext. 275.

## WEAC Winter Conference March 2-4

The 2007 WEAC Winter Conference will be held at the Milwaukee Hilton City Center in downtown Milwaukee. 50 training sessions will focus on areas such as these and more:

- **Collective Bargaining:** Bargaining Health and Retirement Issues; Insurance Plan Designs; Beginning Bargaining; ESP Bargaining Issues; Salary Schedule Structure Issues; Organizing Members for Action; Coordinated Bargaining; Where Districts Hide the Money...
- **Representation and Member Engagement:** WTCS Legal Issues; Introduction to Contract Enforcement; Leading and Involving Local ESP Members; User Friendly Communications Tools; New Members – An Untapped Resource; and
- **Quality Teachers, Staff and Schools:** 21<sup>st</sup> Century Skills: A New Vision for Education; PDP Development and QEI; Classroom Resources for Addressing Bias; Intergenerational Characteristics.

This is a great opportunity to upgrade your skills and knowledge to the benefit of yourself and members. More session information and registration can be found on the WEAC Web Site <http://www.weac.org>

### CWUC to organize bus transportation for Winter Conference...

The CWUC Board of Directors would like to offer CWUC participants an opportunity to travel to WEAC's Winter Conference in the style and comfort of a motor coach. If you are interested in joining your colleagues on a trip to the Winter Conference, please contact the CWUC Office (800-472-0010) or e-mail Jenny Stroik at [stroikj@weac.org](mailto:stroikj@weac.org) before February 2 so we can determine if there is sufficient interest to warrant a coach.

## Congress Extends Educator Tax Deduction



NEA secured a key victory last month in the closing days of the 109<sup>th</sup> Congress when a two-year extension of the \$250 above-the-line tax deduction for educators' out-of-pocket classroom supply expenses was approved. The deduction, which expired at the end of the 2005 tax year, has now been extended for the 2006 and 2007 tax years. NEA has vowed to continue to push in the 110<sup>th</sup> Congress for an increase in the deduction amount.

### Additional IRS Facts...

- IRS allows a deduction for Union dues on line 20 of Schedule A, Itemized Deductions. Check with your local treasurer for the total amount paid to your local/WEAC/NEA/CWUC for the 2006 calendar year.
- IRS announces rates for 2007 at 48.5 cents per mile for business.

## CWUC educators share special talents during holiday season

Thirteen D. C. Everest educators who are members of the teacher singing group "Teachers with Voices" performed for residents at Mount View Care Center in Wausau on December 12. The teachers sang Christmas carols and holiday favorites, and residents were invited to sing along. To add to the festivities, residents received holiday wreaths made by Rothschild Elementary School kindergarten students and holiday greeting cards created by students from D.C. Everest Middle School.

"Teachers with Voices" is in its second year, and members enjoy performing at rehabilitation centers and senior care facilities. They plan to perform at two more locations around Valentine's Day. The teachers grow closer as a group as they share the joy of singing throughout the community.

The members who performed on December 12 are (front, left to right) Tina Spiegel, Susan Wynhoff, Dawn Bohm, Jeanne Archquette; (second row) Holly Martin, Tracey Smith, Lynn Lawson, Jeanne Haverly; (top row) Suzanne Franck, Sue Thompson, Donna Hejmanek, Kathy Pietsch, and Laura Mattison.

Source: [www.weac.org](http://www.weac.org) (Share Your Photos)



- **CENTRAL WISCONSIN EDUCATORS' CONVENTION**  
Friday, March 2, 2007 at the Greenheck Field House & D.C. Everest H.S. in Schofield  
Exhibits open from 7:30 a.m. to 1:30 p.m. – Sectionals at 9:00, 10:15 and 11:30 a.m.  
UWSP Alumni Area open from 8:00 to 11:00 a.m. – Soup & Salad Lunch from 11:45 - 1:00 p.m.  
Featured Speaker, Dr. Bruce Campbell at 1:15 p.m.
- **CWUC SCHOLARSHIPS**  
Each year CWUC awards three scholarships to graduating seniors of an active member of CWUC, an active retired member, or the child of a parent who died while holding an active CWUC membership. Application forms are available from guidance counselors in CWUC high schools or by calling the CWUC office at 800-472-0010 or 715-693-1740. Deadline for applications to be received in the CWUC office is Friday, March 2, 2007.
- **CWUC FLEECE PULLOVERS FOR SALE**  
The pullovers can be purchased from the CWUC office and are currently available in HEATHER GRAY or NAVY BLUE in sizes Small through XX-Large at \$32.00 each. Individual orders or bulk orders from locals are welcome – checks should be made payable to CWUC.

## Make a New Year's resolution to update your files

It's important to your profession and your well-being to keep critical documents up-to-date and in a special file at home. These documents could be an important resource and a protection for your job in the future. Start out this new year by making sure you have these papers in a handy file.

- Letter of employment
- Teaching certificate
- Teaching contract and any supplemental contracts
- Collective bargaining agreement
- Record relating to recertification
- College transcripts
- Evaluation
- District seniority list
- Commendations, awards, and honors
- School-related insurance policies
- Records of job-related seminars, workshops, or conferences attended
- Record of 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.