

# CWUC Connection

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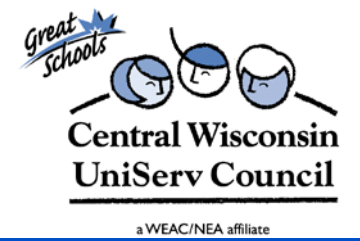
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# CWUC Connection

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

Volume 38, No. 2 – October 2009



## Poster Contest

sponsored by CWUC

This year's **AMERICAN EDUCATION WEEK** celebration is **NOVEMBER 15-21**. The CWUC Public Relations Committee is looking forward to receiving poster contest entries from all CWUC locals. Prizes for the winning entries will be awarded as follows:

|               |                 |         |                      |                 |         |
|---------------|-----------------|---------|----------------------|-----------------|---------|
| 1. Sr. High   | Grades 10-11-12 | \$75.00 | 5. Special Education | Grades 10-11-12 | \$75.00 |
| 2. Jr. High   | Grades 7-8-9    | \$75.00 | 6. Special Education | Grades 7-8-9    | \$75.00 |
| 3. Elementary | Grades 4-5-6    | \$50.00 | 7. Special Education | Grades 4-5-6    | \$50.00 |
| 4. Elementary | Grades 1-2-3    | \$50.00 | 8. Special Education | Grades 1-2-3    | \$50.00 |

Due to confidentiality, prizes and certificates will be awarded by grade levels. "Special Education" will not be listed on any announcements of winners. The following rules will apply for the Poster Contest:

- Each local may submit **no more than 8** posters to be considered for awards – **1 for each category**. Identification sheets have been mailed to local association presidents and public relations chairs and entries should be coordinated at the local level. If more than one entry per category is submitted they will be disqualified for prizes.
- There is to be no **teamwork/teacher assistance** on posters. Each student is to do his/her own poster. No mechanically produced letters, assisted lettering, or computer-generated lettering or graphics is permitted.
- Maximum poster size is **18" x 24"**. **Please do not fax entries** – the quality of fax copies is not acceptable.
- The American Education Week theme **need not be stated** on the poster. The theme is **Great public schools: a basic right and our responsibility**.
- To be eligible for prizes, posters must be **RECEIVED** in the CWUC office no later than **4:30 p.m. on MONDAY, NOVEMBER 9, 2009**. Entries may be mailed to CWUC at P.O. Box 158, Mosinee, WI 54455-0158 or delivered to the street address at 370 Orbiting Dr., Mosinee, WI. **Entries received after the deadline will not be considered**.
- Color and originality of theme-idea** will be primary factors in determining winners.

Locals may wish to promote American Education Week by displaying all poster entries in the schools and by handing out awards at pep assemblies or other school functions. Winning entries will be displayed at the CWUC office through December. If you have questions regarding the contest, call CWUC at 715-693-1740 or 800-472-0010.

## CWUC Holiday Card Competition

The annual CWUC holiday card competition is about to begin and the winning entry will be used as the official CWUC holiday card. Students in grades K-12 are eligible to participate. Every art teacher in CWUC may submit one entry. A \$50.00 prize for the student who creates the winning card will be awarded. Creative and original use of a holiday theme will be the primary focus in judging.

|              |          |  |
|--------------|----------|--|
|              | SIZE:    | No smaller than 5 x 7 or larger than 22 x 28 |
| <b>Note:</b> | COLOR:   | <b>Full color artwork will be accepted</b>   |
|              | MEDIUM:  | Any 2-D medium                               |
|              | SUBJECT: | Any original, non-religious motif            |

**DEADLINE:** Entries must be RECEIVED in the CWUC office by 4:30 p.m. on Monday, November 9, 2009. Contact your local president or PR chair for entry forms.



## CWUC CALENDAR

|                              |   |
|------------------------------|---|
| Wed., Oct. 14                | CWUC Bargaining Training; 4:30 - 9:00 pm<br>Westwood Conf. Ctr., Wausau   |
| Fri. & Sat.,<br>Oct. 16-17   | WEAC Board/Committee Mtgs. – Radisson,<br>Madison   |
| Thurs., Oct. 22              | CWUC Board of Directors Mtg. – 5:30 pm<br>CWUC office, Mosinee  |
| Sat., Oct. 24                | PDP Goal Writing Workshop – 9:00 am –<br>12:00 at CWUC, Mosinee (registration<br>required)  |
| Mon., Oct. 26                | PDP Reviewer Informational Session<br>6:30 pm – CWUC office, Mosinee  |
| Thurs. & Fri.,<br>Oct. 29-30 | WEAC Convention – Midwest Airlines<br>Center, Milwaukee   |
| Tues., Nov. 3                | ELECTION DAY  |
| Wed., Nov. 4                 | Negotiations Cluster I – Cloverbelt Conf. –<br>Owen-Withee H.S. Library <i>and</i><br>Negotiations Cluster II – Marawood Conf. –<br>Edgar HS Library Media Center |
| Fri. & Sat.,<br>Nov. 6-7     | WEAC Board/Committee Mtgs. – Sheraton<br>Madison  |
| Wed., Nov. 11                | Negotiations Cluster IV – Central Wis. Conf. –<br>Grand Seasons, Waupaca  |
| Thurs. & Fri.,<br>Nov. 12-13 | Professional Staff Mtg. – Concourse, Madison  |
| Sat., Nov. 14                | PDP Goal Approval – 9:00 am at CWUC<br>office, Mosinee (by appointment only)  |
| Wed., Nov. 18                | Negotiations Cluster III – Wis. Valley/<br>Great Northern Conf. – CWUC, Mosinee   |
| Thurs., Nov. 19              | CWUC Exec. Committee Mtg., Mosinee  |
| Thurs. & Fri.,<br>Nov. 26-27 | Thanksgiving – CWUC Office Closed   |



## CWUC is developing a media presentation about "who we are" and "what we do."

As part of this project, we are looking for photos from local association and/or UniServ events. If you have pictures that you would be willing to share with us, please contact UniServ Director Megan Werner at the CWUC office (715-693-1740 or 800-472-0010) for more information.

## CWUC-PAC REBATE DEADLINE

**October 30, 2009** is the postmark deadline for requesting a rebate on the portion of CWUC dues designated for political activity, OR **sixty (60) days after joining**, whichever is later.

The CWUC-PAC rebate is \$2.00 for full-time teacher members and \$1.00 for full-time educational support professional members. Part-time members are entitled to one-half the full-time rebate.

Your rebate request should include your **Name, Address and Local Association**. Also indicate whether you are a full or part-time member. **ONLY INDIVIDUAL REQUESTS ARE HONORED**. Multiple requests and telephone requests will not be honored.

Mail your request, postmarked no later than **October 30, 2009**, to CWUC PAC, P.O. Box 158, Mosinee, WI 54455.



## Stevens Point student receives special honor at Badger football game



Stevens Point teacher Lynn Crosby stands on the sidelines at Camp Randall Stadium in Madison with WEAC Kickoff Kid Lucas Jagodzinski. He received special recognition at the September 12 University of Wisconsin Badgers football game, and ran onto the field to retrieve the tee after the opening kickoff. Lynn, a 20-year veteran teacher, nominated the 7<sup>th</sup> grader, and his parents were proud to stand on the sidelines while their son received the honor.

## School Districts' Revenues Increase

**School districts within CWUC will get an increase in revenue for 2009-10 according to data released by the State.** These districts will experience revenue increases anywhere from 3.3 to 21% over their 2008-09 budgets\*. Most revenue increases are under 10%, but Athens, Bowler, Marshfield, Greenwood, Rosholt and Stevens Point will see double digit increases in their budgets. Ironically, Stevens Point, which is proposing a salary freeze for teachers and support staff, will see a 21% increase in their revenue for 2009-10.

**Local property taxes are not tied to employee salaries.** The amount of money school districts can spend is capped by Wisconsin's Revenue Control Law. This law sets the total amount each district's general fund budget can increase without a voter referendum. When we bargain, we bargain for a part of the total budget as determined by the Revenue Control law. As a result, property taxes are only affected by the schools total budget, not by the amount of salary increase we negotiate.

*\*September's third Friday enrollment count may have some minor affect upon these figures. New figures will be available after school districts submit their third Friday counts to the DPI. CWUC will provide negotiators with updated revenue figures as they become available.*

## CWUC negotiators and leaders learn about bargaining law changes

In September, CWUC and WEAC provided the first of two training sessions covering changes in Wisconsin's collective bargaining law. This summer the Wisconsin Legislature and Governor Doyle "leveled the playing field" for teachers and school boards when it eliminated the QEO and changed the standards used by arbitrators during Interest Arbitration. School Boards can no longer impose a contract on teachers. Teachers will now have the same power to invoke Interest Arbitration as School Boards had under the defunct QEO law.

A second session is scheduled for Wednesday, October 14. Additional training and discussions will take place during CWUC's monthly bargaining cluster meetings.

Although the QEO law did not directly apply to support staff or Technical Colleges, it had a chilling effect upon their settlements. We expect the elimination of the QEO for teachers will have a positive effect upon wages, benefits and working conditions of support staff and Technical College employees as well as teachers.



On Saturday, September 26, 2009, the CWUC Professional Development Center held the first in a series of workshops on writing a Professional Development Plan (PDP). The workshop was held at the Amherst High School which is part of the School District of the Tomorrow River. The purposes of the workshops are to inform Initial Educators and Professional Educators of the timeline and process required to complete a PDP within the five-year time period.

The workshops are open to all members of the Central Wisconsin UniServ Council and are provided at no cost to members. There are a series of five workshops: Introduction to the PI-34 Licensure Process; PDP 101: Introduction to Professional Development Plans; PDP Writing Workshop; PDP Goal Approval/Verification; and PDP Annual Review. The dates and locations of the workshops can be found at the CWUC web site at [www.weac.org/cwuc](http://www.weac.org/cwuc) Advanced registration is required, as we will be providing materials and refreshments. If you have any questions regarding any of the workshops you may call CWUC at 1-800-472-0010.

On Monday, October 26 the CWUC Professional Development Center will hold an informational session for those interested in helping with Professional Development Plan workshops. This would include assisting with PDP presentations, PDP writing and verifying, and PDP goal approval. We are looking for teachers, pupil services, administrators and higher education people who have been trained by the DPI as PDP reviewers. The meeting will be held at the CWUC Office in Mosinee beginning at 6:30. Please contact CWUC at 1-800-472-0010 to register.

## News and Notes from the CWUC President...

*As the president of CWUC, I represent our union members at many events. Whether talking at the local, state or national level, I feel that I am speaking on behalf of all the members that make up CWUC. It's not important whether your job is getting a student safely to school, teaching a student how to take an x-ray, or helping a student learn to read. What IS important is that we all are a part of the Unified Education Profession. Pre-K12 teachers, educational support professionals, technical college instructors and support personnel are outstanding union members who make public education a top priority in our state. For all our different job responsibilities, we are united in our goal to provide Wisconsin with the best in public education.*

*And there is no better time than NOW to recognize our unified purpose and come together as one. All of us are working with the same bargaining law for the first time in 16 years. We need to pull together and help each other – not only during bargaining, but with the many difficult situations that come up in our worksites as well.*

*One way we help each other is to become informed on educational issues. The training sessions that were offered at the CWUC Fall Event, as well as others planned throughout the year by the CWUC standing committees will help all members become better informed. I hope you will plan to attend at least one of those sessions. If you are unable to attend a training session this year, I hope that you will take time to read your Connection or visit the CWUC and WEAC websites to keep up to date.*

*~ Michelle Frola*

## CWUC Award Recipients Announced

The CWUC Public Relations Committee and CWUC Board of Directors offer congratulations to the following award recipients for their outstanding contributions to Central Wisconsin schools. The rewards were presented at the annual CWUC Fall Kick-off Event and honored the valuable contributions by CWUC members and volunteers who devote the time and energy to making Wisconsin schools the great schools that they are.

**Distinguished Service Awards** were presented by Linda Copas, CWUC Public Relations Committee Chair. Pictured, left to right, are Linda Copas; recipients Kathy Andersen, Cadott Education Association, Debra Harding, Cadott Education Association, TJ Pharo-Kozak of the Stevens Point Area Education Association and CWUC President Michelle Frola.



**Friend of Education Awards** were also presented by PR Chair Linda Copas to Lawrence and Bonnie Wokatsch of Marathon and Joyce and Ed Creske. Mr. and Mrs. Wokatsch were nominated by Brad Ness of the Marathon Teachers' Association and Mr. and Mrs. Creske were nominated by Michelle DuPuis of the Mosinee Education Association for their tremendous support of public education and to their community.

**Retiring members of the CWUC Executive Committee** were honored at the Fall Leadership Event. CWUC President Michelle Frola presented plaques and honorariums to the following members for their years of service on the Executive Committee (pictured from left to right): Gerry Traxler, D.C. Everest Teachers Association, Lori Carlson, Tomorrow River Education Association, Stacy Stenz, Mosinee Education Association, Karen Lach, Medford Education Association, and Pat Hill, Wisconsin Rapids Education Association, and Michelle Frola. Wendy Torgerson, D.C. Everest Teachers, was not present to receive her service award.



**Staff Award:** Larry Holtz was presented a gift from President Michelle Frola for 10 years of service as a UniServ Director with CWUC.



## Door Prize Winners at CWUC Fall Kick-off Event

- FLASH DRIVES Randall Colton, D.C. Everest, Josh Penk, Thorp, Marcie Wermund, D.C. Everest, Yvonne Henning, Wausau ESP, Bill Heeren, D.C. Everest, Linda Plautz, Owen-Withee
- FLEECE BLANKETS Shannon Charbarneau, Wausau, Sue Graf, Mosinee, Hannah Bohrtz, Mosinee, Kim Christensen, Wausau ESP, and Mary Andreski, Merrill
- FLEECE SHIRTS Joyce Woletz, Medford, Mike Thompson, Abbotsford, Connie Haas, Antigo, Carey Celske, Manawa, Kathy Furlano-Hennes, Wausau, and David Wallace, Wautoma Dist. Employees Office Max: Adrienne Rice, Weyauwega-Fremont and Georginna Genrich, Merrill
- \$50 GIFT CARDS Bed Bath and Beyond: Nicole Melander, Mosinee and Sue Furstenberg, Waupaca  
Best Buy: Bob Henning, CWUC-Retired and Carrie Hoff, Thorp ESP