



## CWUC CALENDAR

- Sat., Oct. 15 WEAC Board of Directors web/conference call
- Wed., Oct. 19 Organizing Cluster III Mtg. – 6:00 pm – CWUC Office, Mosinee
- Thurs., Oct. 20 CWUC Board of Directors – beginning with a light meal at 5:30 pm – CWUC Office, Mosinee
- Fri. & Sat., Oct. 21-22 UniServ Presidents’ Mtg., Eau Claire
- Sat., Oct. 22 PDP Goal Approval – 10:00 am - 2:00 pm – CWUC Office, Mosinee *Team members will be on hand to review, revise and approve PDPs that are completed through Step II. If you are using QEI, you can contact the CWUC office for the names of team members. Goal Approval is by appointment only.*
- Mon., Oct. 31  **Happy Halloween**
- Wed., Nov. 2 Organizing Cluster I – 6:30 pm – Owen-Withee H.S. Library **and** Organizing Cluster II – 6:00 pm – Stratford H.S. Library
- Fri. & Sat., Nov. 4-5 WEAC Board/Committees – Madison
- Tues., Nov. 8  **ELECTION DAY**
- Wed., Nov. 9 Organizing Cluster IV Mtg. – 6:30 pm – Grand Seasons, Waupaca
- Wed., Nov. 16 Organizing Cluster III Mtg. – 6:00 pm – CWUC Office, Mosinee
- Thurs., Nov. 24  CWUC Office closed Nov. 24 & 25

## What does my membership in the Union offer? Free legal services for issues involving...

- ◆ individual employment contracts
- ◆ non-renewals
- ◆ licensure
- ◆ school board hearings
- ◆ personnel and medical records
- ◆ Wisconsin Retirement System
- ◆ family medical leave
- ◆ disability
- ◆ unemployment
- ◆ workers compensation
- ◆ sexual harassment
- ◆ special education
- ◆ public records



**Help send a message!** WEAC is sponsoring a project called *Speak Out for Wisconsin Public Schools*: a series of live statewide forums complemented with online discussion. Results from this month-long conversation will be submitted to the state task force on school accountability, co-chaired by State Superintendent Tony Evers and the governor. Show your support by going to [www.facebook.com/speakoutwisconsin](http://www.facebook.com/speakoutwisconsin) and clicking "LIKE" and asking friends to do the same. The more people who participate, the more we show the education task force that real people care about public schools. Soon we'll be posting video and questions on that page. Stay tuned!

**Wisconsin SAT Results...** SAT results for Wisconsin graduates outpace national averages in reading, mathematics, and writing, the DPI reported. The SAT results come a month after a report showed Wisconsin high school graduates scored third nationally on ACT college admission scores. Wisconsin graduates continue to outpace their national peers on the SAT college admissions test, posting scores that were more than 80 points higher than national average for the critical reading, mathematics, and writing tests. *Source: DPI*

## CWUC needs your home e-mail address!

As announced in the September issue, the *CWUC Connection* will now only be produced electronically. To ensure continued access to this newsletter, CWUC needs your **home e-mail address**. Access to the newsletter should not be through your school e-mail address. It is very important that we continue to share information with every member of our organization.

Individuals who do not have home e-mails or internet service will be able to receive a paper copy. However, they must call the CWUC office and let us know they would still like a paper copy. The newsletter will also be posted on the CWUC website.

Ask your co-workers if they have received their new electronic copy of the October *CWUC Connection*. If they haven't, please encourage them to call the CWUC Office at 715-693-1740 or 800-472-0010 to update their home e-mail address.

*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)*  
 CWUC Office, 370 Orbiting Dr., Mosinee, WI 54455  
 715-693-1740 or 800-472-0010  
 CWUC Web site: [www.weac.org/cwuc](http://www.weac.org/cwuc)

# CWUC Connection

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

Volume 40, No. 2 – October 2011



## Are you tired of reading the “letters to the editor” in your local newspaper?

Do you want to counter some of the attacks being made to educators in Wisconsin? Do you have questions about how to write your own letter to show support for education? Do you have ideas that you want to express, but don't know how to get them into a letter?

WEAC has a special section on its webpage devoted to sample letters to the editor. These letters provide you with Microsoft Office files that you can customize with your own personal message that can be sent to your local newspaper(s). Now is the time to share your experiences about how Governor Walker's agenda has hurt you, your classroom, your students, and your community. Some of the topics addressed on this special site are:

- **Countering Walker's false claim that his “tools are working”**
- **Yes to accountability, no to Governor Walker**
- **State budget cuts to public schools**
- **Pulling resources from public schools for 2R charter schools**
- **Public funding for private voucher schools**
- **Stripping collective bargaining**
- **Supporting those who raised their voices in Madison**
- **Outrage over Senate votes**

Each of these main topics has multiple sample letters to choose from as well as paragraphs that you may cut and paste into a document of your own. Visit the following web address to access these valuable resources...

[http://www.weac.org/Issues\\_Advocacy/Legislative\\_Resources/Support\\_Our\\_Union/letters.aspx](http://www.weac.org/Issues_Advocacy/Legislative_Resources/Support_Our_Union/letters.aspx)

## Are the Governor's “TOOLS” really working in our state? Here are some “tools” for you to use to get the REAL message out to your neighbors, friends, and the public.

**CLAIM: School districts are better off with Governor Walker's cuts.**

- **There is no way a statewide school system can absorb \$1 billion in cuts without teachers being laid off, larger class sizes and program cuts. Students are compromised as a result.**

**CLAIM: Reform allows school districts to reward teachers with merit pay.**

- **This simply is not true. Teachers are not being rewarded in any way as a result of reforms. The changes in health care and retirement amount to a roughly 10% pay decrease for most teachers.**

**CLAIM: Hiring retired teachers saves districts money.**

- **Avoiding pension costs by hiring retired teachers is unethical.**

**CLAIM: Some districts are actually saving money based on the state budget.**

- **Saying “we're saving money” while offering drastically reduced services, is a rather disingenuous claim to make.**

**CLAIM: WEA Trust is owned by WEAC.**

- **Although created over 40 years ago by WEAC, WEA Trust is a non-profit insurance company regulated by the Wisconsin Office of the Commissioner of Insurance and is audited regularly.**

**CLAIM: Since WEA Trust was guaranteed the insurance business from the teachers and the state had to pay for it, it upped annual costs every year and was the state's most expensive insurance company.**

- **WEA Trust is a not-for-profit insurance company regulated by the Wisconsin Office of the Commissioner of Insurance, and as such is audited regularly.**
- **With collective bargaining intact, school districts bargained their benefits with the union at the local level. The insurance carrier had to be agreed upon by both the district and the union at the bargaining table. The WEA Trust insured only about 65% of Wisconsin school districts and 35% of Wisconsin public school employees.**
- **WEA Trust is competitive in pricing and wins business and loses business all of the time, as do its competitors.** *(continued on page 2)*

**CLAIM: WEA Trust was donating millions and millions of dollars to its favorite Democrat politicians. The insurance company was a “pass through” for Wisconsin taxpayer money directly to Democratic politicians.**

It would be against state and federal law for funds to be intermingled between WEA Trust and WEAC. WEA Trust also does not contribute to any political parties. To verify this, visit the WI Democracy Campaign’s site at <http://wisdc.org>

**CLAIM: Now that the state of Wisconsin is free to put the insurance contract out for bid, they have saved so much money it has turned deficits into surplus amounts. As a result, none of the teachers had to be laid off and the taxpayers of Wisconsin don’t have to pay more taxes to fund the union’s political ambitions.**

Totally false. Anyone working in Wisconsin’s schools knows there have been massive layoffs across the state. Every teacher in the state has also taken a pay decrease as a result of the mandated increase in insurance and pension contributions – and this in addition to salary freezes in the majority of districts. Wisconsin has also had nearly 5,000 teacher retirements last year – nearly double the norm. Many of these vacant positions have not been filled. (Nor will be.)

Source: WEAC’s “Connecting Leadership and Staff Blog Connections”

## Honor ESP contributions during



The CWUC Public Relations Committee annually recognizes individuals during **American Education Week** who are making a difference in the lives of children and a difference in their local education association.

**NEA Education Support Professional Day** will be celebrated on Wednesday, November 16, 2011. How can you nominate a deserving CWUC paraprofessional? Here are the rules...

- ★ Submit a typed nomination, 100 words maximum, received in the CWUC office not later than **Monday, November 14**, honoring an outstanding support professional.
- ★ **The nomination should give specific examples of how the individual assists students, teachers, and the local association.**
- ★ Please have your local association president sign the document to verify the active membership of the nominee.
- ★ Nominees must be support professional members of CWUC.

## CWUC-Retired fall meeting seminars featured varied topics...



The CWUC-Retired Fall Meeting was held at the CWUC office September 29. Presenters offered information on four different topics. The first, offered by CWUC retired members Pat & Kathy McGrath, dealt with preserving the Monarch butterfly. Their talk featured visuals and information on the growth and development of the butterfly. Attendees also were able to witness the “birth” of a Monarch butterfly during the morning.

Kurt Unterholzner spoke about human organ procurement by the University of Wisconsin Hospital and Clinic. Kurt was accompanied by Jill Jagler, the wife of an organ donor. She spoke of the emotional issues faced by both the family of the donor and the recipients of organs. The new rules for donation paperwork were explained as well.



Betsy Kippers, Vice-President of WEAC gave an update on the status of the organization and its efforts to deliver services to the members despite budget constraints. She urged those in attendance to assist the active locals with retaining and growing membership and to work to achieve “political balance” in Wisconsin government.

Peggy Greco, with the Portage County’s Commission on Aging, spoke about “Memory Testing”. She stressed that although there are “normal” deteriorations of mental capacities with aging, others are signs of ailments that may be treated. Memory testing helps to separate the “normal” from the “abnormal” memory loss in the elderly. Once the root cause of the “abnormal” loss is determined, a treatment program may be established.

The final program was a travelogue delivered by Pat Hill on her recent safari to Kenya and Tanzania. She explained how safaris are run and how to get the most enjoyment and education while on safari. Pat included tips on how to choose a safari provider and what precautions to take while on the actual safari.



WEAC-Retired President, Bob Henning, presented certificates of appreciation to all the presenters. A vote was taken on the continuance of a spring and a fall meeting. The vote was unanimous to continue both, funding permitted.

Evaluations of the presentations were completed and a drawing for door prizes completed the program. *Story by Randy Sus, WEAC Retired Board of Director*

## CWUC PAC Rebate Deadline! **October 30, 2011, 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.

For full-time teacher members, the CWUC PAC amount is \$2.00; for full-time education support members, the amount is \$1.00. Part-time members are entitled to one-half of the full-time rebate. Your rebate request should include your name, address, and local association. Also include 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, 2011 to CWUC-PAC, 370 Orbiting Dr., Mosinee, WI 54455-0158.

Individuals who choose not to contribute to the Wisconsin Education Association Council Political Action Committee (WEAC/PAC) must file a separate written request directly with Mary Bell, President, WEAC, P.O. Box 8003, Madison, WI 53708, by October 30, 2011, or within 60 days of becoming a member. The refundable Political Action Committee dues are \$19.99 for full-time teachers, \$10.00 for half-time teachers and full-time education support professionals, and \$5.00 for half-time ESP. To facilitate processing, print your name as it appears on your membership form and include your membership ID number that appears on your WEAC Membership Card. Fair share fee payers automatically get a rebate and need not request it from WEAC.

*This is an 11.29 communication with WEAC members.*

## Take control of your financial future Free Financial Seminar Offered

Use the power of knowledge to help you take control of your financial future. Whether you are just getting started or looking to find out how and when you can retire, attending this **free financial seminar** will empower you to be your own **Super Hero**.

### Finances 101: Seven mistakes new members make with their money

**Wednesday, October 26, 2011 6:00 p.m.**  
**CWUC, 370 Orbiting Dr., Mosinee**

Making wise financial choices early in your career can have a significant impact on your future financial security and give you peace of mind.

- Find out how to avoid the seven most common financial mistakes made by new members.
- Learn how having a written budget can give you permission to spend.
- Learn about the new credit card legislation and what it means to you.
- Recognize the value of employee benefits and how to use them.
- Find out the advantages of different savings options.
- Learn about paying yourself first and how it can improve your financial future.
- Discover resources available to help you make sound financial decisions.

This presentation will provide the information you need to start your career on the right financial foot. Don’t miss it!

**Immediately following each seminar, you will have the opportunity to attend the following presentation:**

### Understanding Long-Term Care Insurance

Long-term care has been called “the greatest uninsured financial risk today.” This seminar will answer questions about this important coverage, including:

- What long-term care insurance is and what it covers.
- Why neither health insurance nor Medicare pays for extended personal care.
- How much LTC costs – at home, in assisted living, and in nursing facilities.
- Your options to personalize a policy and tailor it to fit your budget.

Seating is limited. Spouses are welcome. **REGISTER TODAY** at [weabenefits.com/calendar](http://weabenefits.com/calendar) or call 1-800-279-4030 ext. 1111.

Long-term care insurance products are underwritten by multiple LTC insurers. Program administered by LTCi Marketing Administrators, (LiMA).

Seminars are free to attend, however if you choose to invest in the WEA Tax Sheltered Annuity Trust or WEAC IRA program fees will apply. Please consider all expenses prior to investing.

Investments are not guaranteed and may gain or lose value. Past performance is no guarantee of future results. Future performance may be lower or higher than past performance.

## CWUC Holiday Card Competition

The annual CWUC holiday card competition is about to begin. Students in grades K-12 are eligible to participate. Every art teacher in the CWUC region may submit one entry. A \$50.00 prize will be awarded to the student who creates the winning card. The winning entry will be used as the official CWUC holiday card. 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 8½ x 11
- COLOR:** Full Color
- MEDIUM:** Any 2-D medium
- SUBJECT:** Any original, non-religious motif

**DEADLINE:** Entries must be **RECEIVED** in the CWUC office at 370 Orbiting Dr., Mosinee, WI 54455 by **4:30 p.m. on Monday, November 21, 2011.** Contact your local president or PR chairperson for entry forms.

## CWUC Award Recipients Announced



The CWUC Public Relations Committee and CWUC Board of Directors offer congratulations to **Kelly Loken**, Amherst, for being selected as the **2011 CWUC Friend of Education** award recipient. Kelly was nominated by the Tomorrow River Education Association for her

outstanding contributions to the Tomorrow River School District. The award was presented at the annual CWUC Fall Kick-off Conference held at the Rose Garden in Wausau.

Retiring members of the CWUC Executive Committee were also honored at the leadership event. The following members received plaques for their years of service on the Executive Committee:

<b>Service Region 1</b>	
Julie Bratina	Marshfield Teachers’ Association
Karl Marquardt	D.C. Everest Teachers’ Association
Linda Plautz	Owen-Withee Education Association
<b>Service Region 2</b>	
Tana Frost	Merrill Teachers’ Association
Cathy Ordemann	Merrill Teachers’ Association
<b>Service Region 4</b>	
Paula Hase	Wausau Education Association
Karen Lach	Medford Education Association
<b>Service Region 5</b>	
Katie Kaufman	Wittenberg-Birnamwood Education

Special staff awards were given to the following individuals for their years of service to CWUC:

<b>Marsha Yulga</b>	<b>CWUC Staff Assistant</b>	<b>30 Years</b>
<b>Tammi Budnik</b>	<b>CWUC Secretary</b>	<b>10 Years</b>
<b>Tim Smith</b>	<b>CWUC UniServ Director</b>	<b>10 Years</b>

Congratulations to all of this year’s recipients! They are special individuals who help make central Wisconsin schools and our Union successful.