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UniServ Council**

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*KMUC is affiliated with
WEAC and NEA*

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This is an 11.29 communication with WEAC members, Federal Statute CFR 100.8 (b) (4)

Representing Teachers and Support Professionals in Chilton, Elkhart Lake, Howards Grove, Kiel, Kohler, Lakeshore Technical College, Manitowoc, New Holstein, Plymouth, Sheboygan, Sheboygan Falls, Two Rivers, and KMUC Retired

KMUC

March 2009

KMUC's Legislative Dinner Well Attended

KMUC's 2009 Legislative Dinner was held Monday, March 2, 2009 at Millhome Supper Club in Kiel. There were 186 local members, WEAC directors and KMUC staff in attendance along with four area legislators. Legislators in attendance were: Representative Steve Kestell, Senator Joe Leibham, Representative Bob Ziegelbauer and Representative Ted Zigmunt.

The evening began with President Linda Helf, thanking everyone for at-



tending. Senior Researcher, Jeff Leverich, of WEAC's Collective Bargaining and Research Department, detailed the School Finance Network proposal. This plan was designed by a coalition of education, religious, and community organizations committed to strengthening our system of public school funding. Four things to know about the proposal: all schools will benefit; money goes where it's needed most; the funding sources al-

ready exist and children deserve an excellent education.



KMUC UniServ Director, Jim Carlson, introduced A-PATH, (Accomplished Teaching Pathways). This plan seeks to achieve enhanced student outcomes through an innovative and systemic change in the way Wisconsin pays its teachers. A handout was given to those in attendance. This plan would set up a residency program for first year teachers. Once that residency is completed they would move through the levels from an Initial Educator to Professional Educator and finally a Master Educator. A-PATH represents a dramatic departure from the traditional salary schedule, replacing the single salary schedule with career path alternatives that strive to achieve four main objectives, all structured to improve student performance:

1. To attract highly talented people into the profession of teacher.
2. To retain that talent.

3. To improve the teaching skills and knowledge of the state's teachers.
4. To add to the collective body of knowledge about effective teaching practices.

Each of the Legislators were given time to express their thoughts on these issues brought to them. One of the legislators commented that education did very well in the budget. President Helf closed with emphasizing we have to act now-as advocates for our students-because if we don't, who will. She stated, "Education is the only budget item that is mentioned in the constitution. The constitution states that every child is entitled to a free and equal public education—not choice, charter, virtual, or at home education—public education! As far as I know, no one has amended the constitution so we should expect education to do well—in fact, we should expect it to be the prime consideration."



Legislators

WEAC Board Report, February, 20-22 2009

Diane Sixel, Lei Lund and Phil Knier

1. Although Governor Doyle's new budget cuts 1% from all programs getting government dollars, he proposes using federal stimulus dollars to put money back into education. The budget calls for a \$429 million increase in K-12 funding, much going to SAGE programs, aid to high poverty districts, and 4K startups. His budget also repeals the QEO, a goal WEAC has had for more

than 15 years.

2. The spring election is an important one for education in Wisconsin. WEAC recommends Tony Evers for State Superintendent of Schools and Shirley Abrahamson for State Supreme Court Justice. Since the election takes place during many members' spring break, members are encouraged to get absentee ballots if they're going to be out of town on April 7th.

3. At the Representative Assembly in April, the WEAC Board will be recommending to hold WEAC dues for 2009-10 at the 2008-09 dues level. Membership did not decrease as much as was expected, and department savings have increased net assets; therefore, the Board feels a dues increase is not necessary.

KMUC Board Report, February 9, 2009

Stacy Gloede, Vice President

The board discussed the first draft of the **2009-2010 KMUC Budget**. Members are currently looking at a dues increase of around \$10. The board reviewed each account making adjustments in order to reduce costs but about 84% of the proposed budget of \$561,634 is dedicated to staff salaries. Board members will review the budget again in March and April. Local representatives will vote on the KMUC Budget during the KMUC-RA on Tuesday, May 12.

In an effort to save costs board members are surveying

local members on the preference of a **print versus an electronic newsletter**. An electronic newsletter could be emailed to members with specific links to allow members to view articles online and save money. The board will make a decision on this topic at the March 9th meeting.

Gary Bents, President of **KMUC-Retired** asked the board to consider funding incentives to encourage members to join KMUC-Retired. Their current membership consists of 135 retired members and 33 pre-retired members. Out of the 45

members that retired in our organization last year only six have joined. Currently all active and retired teachers can enroll in the lifetime membership for \$435 (\$375 WEAC-Retired/NEA-Retired & \$60 KMUC-Retired). Any members interested in prepaying the lifetime membership dues to these retired groups can find enrollment information at :

<http://www.weac.org/retiredmembers/membership.aspx>, weac.org/kmuc or contact the KMUC office for details.

10 Behaviors for a Stronger Union

1. Conduct business democratically.
2. Communicate regularly.
3. Treat ALL members equal.
4. Be truthful with members.
5. Encourage member involvement
6. Listen and Value member input.
7. Make well-informed decisions.
8. Share contract information.
9. Instill Pride in being a member.
10. Foster a sense of Community.

Open House at KMUC

**Come at your leisure
Monday, March 30 or
Tuesday, March 31
8:00 a.m. to 8:00 p.m.**

Join other local members to write postcards for supported candidates, assemble GOTV materials, etc. for the April election.

If you plan on attending after school on Tuesday, March 31, please check the KMUC website at www.weac.org/kmuc or call the office at 920-565-2913 to verify there is still work to be done.

SFN: A Change in School Funding is Needed

The School Finance Network (SFN) is made up of eight groups representing parents, teachers and ESP, school boards, administrators, and business leaders. The recently released school funding plan addresses funding flaws and ensures that all districts benefit.

You don't need to be an expert on school funding. It's as simple as 1-2-3. Remember these three points when talking to friends and neighbors:

1. **Wisconsin must invest in opportunities for all students.** The SFN plan recognizes that kids are different and that the one-size-fits all funding model doesn't work. The SFN plan also recognizes that students need a well-rounded education, including fine arts, business and vocational programs, and more.
2. **The SFN plan is accountable to taxpayers and targets money where it's needed most.** The SFN plan is more transparent and understandable than the current funding plan.
3. **Now is the time to renew our investments in public education.** Investments in education are proven to benefit the economy. Now is the time to invest in the future.

SFN's goal is to create and sustain momentum for school funding reform. Schools have been struggling to meet the needs of students for more than a decade. In this time of economic crisis, it is important to make the changes needed to protect our tradition of quality public education for years to come.

Go to <http://www.sfnwisconsin.org> to sign up and support SFN's efforts. The site includes **Web networking tools** with the following important information:

- The SFN Plan
- Frequently asked questions
- The video that introduces the SFN coalition and highlights of the plan
- Background on the SFN coalition
- Some online networking tools that our members can use to show their support (Facebook/Twitter)

Please engage your colleagues and legislators in a discussion about this critical initiative.

PATH, Accomplished Teaching Pathways

At this year’s KMUC Legislative Dinner, UniServ Director Jim Carlson, gave an explanation of an alternative teacher compensation legislative proposal called Accomplished Teaching Pathways, or A-PATH. Because of the state budget deficit, however, it is unlikely that A-PATH will see the legislative light of day in the short term. The concept, though, will continue to be examined in Wisconsin and in many other states.

Accomplished Teaching Pathways, or A-PATH, seeks to achieve enhanced student outcomes through an innovative and systemic change in the way Wisconsin pays its teachers.

Initially manifested in state-funded pilot programs, A-PATH represents a dramatic departure from the traditional salary schedule, replacing the single salary scheduled with career path alternatives that strive to achieve four main objectives, all structured to improve student performance:

1. To attract highly talented people into the profession of teaching.
2. To retain that talent.
3. To improve the teaching skills and knowledge of the state’s teachers.
4. To add to the collective body of knowledge about effective teaching practices.

Funded by state grant awards, A-PATH pilot programs will be locally designed under parameters established by law. These programs will be administered by the Department of Public Instruction through Oversight and Accountability Committees assigned to each district.

Similar to career path compensation systems, A-PATH has four levels of employment, in large part consistent with PI34. Those four levels are as follows:

| Level | Duration |
|-----------------------|----------------------------|
| Residency | One Year |
| Initial Educator | Two-Four Years |
| Professional Educator | Renewable Every Five Years |
| Master Educator | Optional |

A-PATH also provides additional compensation for Evidence of Accomplished Teaching, including:

- ◆ Professional Development Certificate
- ◆ Masters Degree in Content Area or Cognitive Science
- ◆ Take One (a product of National Board Certification)
- ◆ Action Research
- ◆

Managing Your Financial Life Seminar

By Bob Moeller, WEAC

Tuesday, March 31, 2009
6:30—9:00 p.m.
KMUC Office

Pre-registration required.
 Call Sarah at 920-565-2913 or 800-834-7076 to register.
 See the February issue of WEACinPrint for more details about the seminar.

KMUC Calendar

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|---|-------------------------------|---------------------------|--|-------------------------------------|
| March 18 & 19 | March 30, 2009 | March 30 & 31 | March 30, 2009 | April 14, & 21 |
| PDA Gifted & Talented Workshop | Executive Com. Meeting | KMUC Open House | WEAC RA Delegate Deadline | Problem Solving PDA Workshop |
| 5:30—8:00 p.m. KMUC Office | 4:30 p.m. KMUC Office | 8:00 a.m. to 8:00 p.m. | Locals need to send delegate names to Sarah by 4:00 p.m. | 5:00—7:30 p.m. KMUC Office |