

February 2007



**Kettle Moraine
UniServ Council**

N7778 Rangeline Rd
Sheboygan, WI 53083
Phone: 920-565-2913
800-834-7076
FAX: 920-585-3630

Volume 24 No. 5

February 12, 2007
KMUC Board Meeting
KMUC Office
6:00 p.m.

February 14, 2007
CBC/President's Meeting
KMUC Office
6:00 p.m.

February 19, 2007
February 26, 2007
ESP Training
Microsoft Word Class
Manitowoc Lincoln High School
5:30—8:00 p.m.

February 27, 2007
Exec. Com. Meeting
KMUC Office
4:30 p.m.

March 12, 2007
KMUC Board Meeting
KMUC Office
6:00 p.m.

March 14, 2007
CBC/President's Meeting
KMUC Office
6:00 p.m.

March 19, 2007
Legislative Dinner
Millhome Supper Club
5:30 p.m.

*KMUC is affiliated with WEAC
and NEA*

THE KMUC

Elkhart Lake-Glenbeulah Education Association and Education Support Personnel Association sponsor first Health Fair

During her years in Elkhart Lake, high school English teacher Lei Lund has done it all. She has served as President, Vice President, Treasurer, Secretary, and Bargaining and Grievance Chair. On January 22, 2007, she added one more item to her impressive resume. With fellow members from Elkhart Lake—Glenbeulah Education Association and Education Support Personnel Association, Lei sponsored the Associations' first Health Fair. The Fair was the brainchild of nine Health and Wellness Committee members, a committee first formed two years ago with a grant from the WEA Trust.

The event ran from 7:00 a.m. to noon in the middle school gymnasium. Almost all members of the two local Associations attended along with about 25 residents of this small community of 1,000.

After enjoying a free (very healthy) breakfast, participants were able to interact with 17 wellness-

related local business owners, relax with a free massage, complete a free body mass and blood pressure assessment, and enter to win one of several door prizes. For a small fee, participants could also receive a complete cholesterol screening. Many of those in attendance also enjoyed the messages of two guest speakers. "Aging Well" and "Simplify Your Life" each attracted more than twenty-five people.

Lei hopes to hold this type of event again and will help to continue the work of the committee.

"Associations need to have a committee like this because it really fires up the staff. It's in our own best interests. The healthier we can be, the less we have to pay for health insurance."

Also serving on the committee are Ann Buechel-Haack, Sue Reineking, Mary Farron, Mary Bares, Carol Wordell, Joan Brighan, Debbie Matthies, Angie Henschel and Wendy Spangenberg.



Continuing Your Contract: Wisconsin Statute 118.22

Non-renewal is a procedure described by law that allows a school district to end a teacher's continuing contract at the end of the current school year (procedure listed below). This process is generally used during a teacher's probationary period. Most contracts state that non-renewal is subject to the grievance process and the just cause standard.

Layoff is a means of reducing the number of staff due to a decreased need or decreased funding. The procedure used to layoff employees is listed in the contract and varies from local to local.

The law governing the renewal of teacher contracts states the following:

1. The Board of Education is required to send a written notice of consideration of non-renewal to the individual teacher before March 1 (fifteen days before March 15). The notice must contain the information which informs the teacher of their right to a private conference with the Board, if the conference is requested within five calendar days of the receipt of the notice.

2. The board must grant the conference if requested.

3. In order to complete the non-renewal, the Board must vote to non-renew the individual contract and so notify the teacher by March 15.

Statute 118.22 applies only to full-time teachers; it does not apply to part-time teachers or to ESP members. Some collective bargaining agreements extend the procedure to include part-time employees. If the deadline falls on a weekend, the next business day is recognized as the deadline. The Board must vote by a majority of its total membership to non-renew. Only the Board can terminate a teacher contract.

If you receive a preliminary notice of non-renewal or layoff, contact the KMUC Office immediately.

Renewing Your Contract

If the Board does not follow the above non-renewal procedure and a layoff procedure has not been implemented, each teacher is assured a contract, assuming the teacher accepts the renewal by April 15.

Frequently the District offers individual contracts to teachers around March. Teachers can indicate acceptance by signing and returning the individual contract. Each contract must contain a qualification that the wages and working conditions will be subject to any applicable collective bargaining agreement (master contract) negotiated for the next year.

Tax Facts—Union Dues and Mileage

Dues paid to the local/KMUC/WEAC/NEA (the United Education Profession) are deductible (subject to the 2% limitation) on line 20 of Schedule A, Itemized Deductions. You may also deduct your full membership dues of any other professional association or union you belong to on line 20. Check your final advice of deposit for your total payroll deduction.

Note #1: Part-time KMUC members' dues are prorated based on the percent of time they work.

Note #2: Political Action dues are NOT deductible. WEAC-PAC dues are \$19.99 and KMUC dues are \$2.00. These figures are included in the amounts above and must be subtracted from the amount you claim as a deduction.

Professional mileage: Teachers can deduct 44.5 cents per mile for professional auto use. Parking fees and tolls can be an additional deduction.

Congress Acts: Teacher Tax Deduction

Congress stood with America's educators last week when it voted to extend for two years a \$250 tax deduction for educators' out-of-pocket classroom expenses. Credit goes to the more than 1,200 messages sent by NEA cyber lobbyists to their Senators and Representatives and to the behind-the-scenes leadership of Senators Susan Collins (R-ME) and John Warner (R-VA).

Congratulations! You made sure our elected officials did right by the teachers and para-professionals who reach into their own pockets so that students have adequate books, pencils, paper and art supplies. Together we made the difference.

Special Public School Employee Appreciation Offer

The Osthoff in Elkhart Lake is offering this special from March 1, - April 30, 2007. Rooms begin at \$89.00, per night, plus tax. For reservations call 1-800-876-3399.

This is *your* newsletter. Please let us know what's happening in your local associations so we can share your stories and photos in future issues.

Health Care Terms

CDHP	<p>Consumer Driven Health Plan <i>CDHP's represent a departure from traditional health plans, moving from a defined benefit plan to more of a defined contribution plan. They are designed to limit employer costs while giving the policy holder more consumer decisions. HRA's and HSA's are examples of such plans.</i></p>		<i>confidential and unavailable to the employer.</i>
HBA	<p>Health Benefit Account <i>Same as CDHP</i></p>	FSA	<p>Flexible Spending Account <i>A device provided in the tax code to allow members to pay certain insurance, medical, and dependent care expenses with before tax dollars.</i></p>
HDHP	<p>High Deductible Health Plan (with HSA) <i>A plan with an annual deductible of at least \$1,100 for single (self-only) coverage and annual out-of-pocket expenses required to be paid not exceeding \$5,500. For family coverage, and HDHP has an annual deductible of a least \$2,200 and annual out of pocket expense required to be paid not exceeding \$11,000. These amounts are adjusted annually for inflation.</i></p>	PPO	<p>Preferred Provider Organization <i>A mode of health care delivery through which a sponsoring group negotiates price discounts with providers in exchange for more patients.</i></p>
HRA	<p>Health Reimbursement Account <i>A plan established by the employer under Internal Revenue Code Section 105 where contributions are made by the employer on behalf of the employee and dollars are withdrawn tax free to pay for eligible expenses not paid by the health plan.</i></p>	POS	<p>Point of Service <i>A health insurance policy that allows the employ- ee to choose between in-network and out-of-network care each time medical treatment is needed. In network is reimbursed at a higher level.</i></p>
HRA	<p>Health Reimbursement Arrangement <i>Another name for Health Reimbursement Account</i></p>	HMO	<p>Health Maintenance Organization <i>A prepaid medical plan in which members agree to use a specific network of providers.</i></p>
HRA	<p>Health Risk Assessment <i>A confidential assessment of various factors affecting a person's health.</i></p>	FED	<p>Front End Deductible <i>The FED is the responsibility of the individual. It is deducted from the insurance company's payment of the first claims received in a benefit year—hence the name "front-end".</i></p>
HSA	<p>Health Savings Account <i>A savings account established along with a high deductible health plan (HDHP). Contributions may be made by employee, employer, or family member. Proceeds are used to pay for eligible health care expenses.</i></p>	LTD	<p>Long Term Disability <i>An insurance plan designed to replace a portion of income for covered employees who are unable to work because of a physical or mental disability.</i></p>
COBRA	<p>Consolidated Omnibus Budget and Reconciliation Act <i>COBRA provides a health insurance continuation right established by federal law. Individuals who would otherwise lose their coverage have the right to continue coverage when certain "qualifying events" occur, such as death, disability, or termination of employment. The continuation right typically extends for no more than 18 months.</i></p>	LTC	<p>Long Term Care <i>An insurance plan designed to pay for assistance with performing daily activities, such as eating, bathing, dressing, toileting, and transferring in and out of a bed or chair, either at home or in a nursing home or other facility for those who are unable to continue to do everyday activities because of physical of mental incapacity.</i></p>
HIPAA	<p>Health Insurance Portability and Accountability Act <i>Passed in 1996, HIPAA was created to help people buy and keep health insurance, even when they have serious health conditions. The law sets basic requirements that health plans must meet. The Act guarantees insurability of new employees in limited circumstances where the employee or dependents were covered before by a medical insurance plan. The Act also requires your health records be kept</i></p>	OCI	<p>Office of the Commissioner of Insurance <i>The State of Wisconsin's insurance industry regulatory office.</i></p>
		TPA	<p>Third Party Administrator <i>A company that acts as the administrator of self funded insurance plans by serving as the go-between for the members of a group plan and the insuring organization.</i></p>
		R&C	<p>Reasonable and Customary Charges <i>Amounts charged by health care providers that are consistent with charges from similar providers for identical or similar services in a given location.</i></p>

February News 'N Notes

Basic Sign Language

KMUC sponsored a Basic Sign Language Class for ESP members January 22, 2007, which was taught by Brenda Miota, a Sheboygan Falls ESSA member. Eighteen ESP members attended the class. They learned the alphabet as well as basic words to use when communicating with students and parents. From the comments made after the class, the participants found the class very informative, fun and would like to see an additional class offered to extend the training.

That's All For Now

A new article has been posted at the website!
Go to www.weac.org/kmuc.

NEA's Read Across America

"You're never too old, too wacky, too wild,
To pick up a book to read with a child.
You're never too busy, too cool, or too hot,
To pick up a book and share what you've got.

In schools and communities,
Let's gather around,
Let's pick up a book,
Let's pass it around.
There are kids all around you,
Kids who will need,
Someone to hug,
Someone to read,
Come Join us March 2nd
Your own special way
And make this America's
Read to Kids Day."
NEA Brochure

Legislative Dinner March 19, 2007

KMUC's annual Legislative Dinner will be held at 5:30, Monday, March 19, 2007 at Millhome Supper Club in Kiel. This dinner is to inform members of current legislative issues and their affect on their education and personal lives. This year the main topic will be Health Care. Many of you hear legislators talk about this issue as it relates to health insurance—but the real issue is the cost of health care and what can be done to contain that. Eight area legislators have been invited to the event and there will be a question and answer period following dinner.

Please see your Local President to obtain tickets. Registration is due March 5, 2007.

International Opportunities for Educators (Elementary * Secondary)

Summer 2007—June 9 to July 6(plus four pre- and post-field work seminars

Treat yourself to an adventure in learning you will never forget. Plan now to join us for US-Whitewater's Summer 2007 Comparative education and Overseas Fieldwork course, offered for six graduate credits (course ED-FOUND 760). Participants will be matched with host teachers in Australia, New Zealand, Scotland or England where they will have the opportunity for compare life inside and out of the classroom. Secondary placements may be more limited.

Beginning the second week of June, certified elementary and secondary education teachers will travel to one of four English-speaking countries for approximately four weeks. During the first two weeks, they will live in the homes of their hosts and accompany them to school. For one week, participants will have the opportunity to travel independently or in small groups and study the history and culture of the country (at their own expense). Another week will be spent in group educational seminars. (Participants will also attend three pre-fieldwork seminars on the UW-Whitewater campus in the Spring semester, and one post-fieldwork seminar in October. For more information, please contact the following individuals:

Faculty Contact: Dr. Anthony Truong
Dir., Comp. Educ. & Overseas Fieldwork
Department of Educational Foundations
University of Wisconsin-Whitewater
800 West Main Street
Whitewater, WI 53190
262-472-5421 (office) or
262-472-1003 (for messages)

Application Packet: Ms. Terry Behlke
Travel Study Programs
Cont. Educ., Roseman 2010
UW-Whitewater
800 West Main Street
Whitewater, WI 53190
262-472-1003
800-621-5376