

November 2007



**Kettle Moraine
UniServ Council**

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Volume 25 No. 3

November 8—9
WEAC Staff Meeting
Madison

November 14
CBC/President's Meeting
KMUC Office
6:00 p.m.

November 20
KMUC Exec. Committee
KMUC Office
4:30 p.m.

November 22—23
Thanksgiving Holiday
KMUC Office Closed

December 3 & 5
Autism Workshop
ESP Members
KMUC Office
5:30—8:00 p.m.

December 10
KMUC Board Meeting
6:00 p.m.



*KMUC is affiliated with WEAC
and NEA*

THE KMUC

Landmark Contract Negotiated for Manitowoc Educational Paraprofessionals

Any Manitowoc Educational Paraprofessional member who completes WEAC's Professional Development Academy's ESP certificate program will receive a raise in their hourly pay under the new contract that was negotiated for 2007-09.

This item has been proposed at least five times in past negotiations and this year through mediation it became reality. KMUC has been providing these training opportunities for education support personnel members who qualify for PDA certification for several years but until this contract the members had been working for their certification strictly for self-improvement. In the past some of the trainings have been Sign Language, Spanish, Stress Management, Microsoft Word and Excel, and Communication Skills.

The Professional Development Academy strives to provide high-quality, meaningful staff development to Wisconsin members and school districts. It provides instruction in several areas, including communications skills, legal and ethical considerations, behavior management, growth and development, and culturally specific non-verbal behaviors. Hourly requirements are set up for each area, and completion of the program requires a total of 40 hours of study.

Phyllis Uhrich, Chief Negotiator—Instructional Aide, Franklin Elementary School said, "Many of our MEP members know that our own education is vital to the education of our students. We have in the past taken many of the classes that were available to us, knowing that our only compensation was our self-satisfaction and our increased ability to help the students we work with. We are delighted that our board now sees the importance of this. We also commend all of the MEP members who have already earned enough credits to qualify for PDA certification."

Members of the negotiating team were Chief Negotiator Phyllis Uhrich, Marilee Loduha, Laurie Lee, Rhonda Zahn, Deb Holschbach, Nancy Orth, Dawn Krause, Mary Erdman, Bonnie Tennie and Kim Berres.

"I would just have to say that I feel honored to have been on the Negotiating Committee that made something like this happen. It was a large step for our people and I hope it paves the way for other unions.", stated Rhonda Zahn—Library Media Manager, Franklin Elementary School.

Currently there are only two other ESP Associations with compensation for obtaining a PDA Certification. Kenosha Educational Assistants are offered a one-time stipend of \$400.00 for completion of a Professional Development Academy ESP Level 1 Certification Program and Marshfield offers a one-time incentive of \$300.00 for Level 1 and \$600.00 for Level 2. Manitowoc's contract will now allow a full time, school year person the hourly premium resulting in approximately \$400.00 in salary per year.

This year KMUC will be offering five trainings which will begin in December. The trainings being offered this year are Autism, Cultural Diversity, Student/Employee Legal Rights, Sign Language and Discipline Strategies.

Are 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 participants who are interested in an opportunity to become professional staff.

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 cross training on a number of programs and within a variety of UniServ units and WEAC.

Applications are due January 4, 2008.

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

Eligibility (Desired Qualifications)

- BA Degree preferred
- Strong desire for future employment in professional staff work
- Subscribe to the philosophy of WEAC and the UEP
- Experience in (or willingness to learn) negotiations, grievance processing, political action, organizing, public relations, writing and public speaking
- Knowledge of educational issues
- Strong communications skills
- Ability to deal with sensitive matters in a tactful manner
- Demonstrated leadership in local, state, and/or national organizations
- Willingness to travel

Compensation

Salary & Benefits

- (1) The compensation & benefits provided shall be directly related to the intern's current compensation and benefit level.
- (2) The intern will be provided with a) travel and accident insurance; b) Workers' Compensation; c) Social Security; and d) Unemployment Insurance.

While on assignment, travel expenses (food, lodging, mileage, etc.) are paid in accordance with the policies and agreements established for WEAC staff.

For an application, write or call:

Mark Simmons
Negotiations Specialist
13805 W. Burleigh Road
Brookfield, WI 53005
simonsm@weac.org
262-789-6000
800-354-7816



Professional Development Plan (PDP) Timeline for Initial Educators

***It is strongly suggested that initial educators write a five-year plan. Activities should extend throughout the licensure cycle.**

Time Frame	Component	Description	PDP Writing Form and Checklist
Year one Of your employment/licensure cycle	Preparing to write the PDP: Reflection	The first year of employment is for reflection, selection of your goal(s), and formulation of your PDP.	Step I
Year two Between June 1 of year one and January 1 of year two (review of the PDP goal by PDP team members must be completed within 60 days of receipt of the goal)	Writing the plan components: submission of goal to PDP team for goal approval	Write and submit your PDP goal to a PDP team for goal approval. You are responsible for initiating this review with the PDP team. If you have identified more than one goal, you must follow Step II: Sections A-E for each goal.	Step II: Sections A-E
Year two	Goal approval by PDP team	A PDP team reviews your goal(s) and PDP. Your goal(s) must be approved by a two-thirds majority. Submit a copy of your signed goal approval form to DPI.	Applicant submits signed PDP Goal Approval Form to DPI
Year two Between January 15 and June 1 of your employment/licensure cycle	Goal revisions	If a two-thirds majority of the PDP team does not approve your goal, comments are given, and you must resubmit your revised goal for approval.	Step II: Sections A-E (revisions)
Each year of the licensure cycle except for the first and final	Reflection and documentation of annual review	Review your PDP annually. A reflection summary and any revisions must be written each year of your licensure cycle.	Step III
Years two, three, and four By April 1 during years two, three, and four of your employment/licensure cycle	Approved goal revisions	If there are substantial revisions to your approved PDP goal, you must submit the revised goal to the PDP team each year substantial revisions are made for approval.	Step III (revisions)
Year 5 By January 15 of year five in your employment/licensure cycle	Documentation of completion of the plan	Document your completed PDP and submit your approved and signed Goal Approval Form and PDP to the PDP team for their review and verification.	Step IV
By April 1 Of year five in your employment/licensure cycle	Verification of completion of the plan by the PDP team	The PDP team will review your PDP and verify documentation of successful completion	PDP Verification Form
Between January 15 and June 1 of year five in your employment/licensure cycle	Completion plan revisions	If a two-thirds majority does not verify your plan, comments are given, and your must resubmit your revised completion plan to a PDP team for verification.	PDP Step IV (revisions)
June 1	Notify DPI	Submit the signed PDP Verification Form along with your completed application and appropriate fee(s) to the DPI for a Professional Educator license.	PDP Verification Form

Please consult the DPI Web site at <http://dpi.wi.gov/tepd/pdp.html> for timelines for initial educators completing a three- or four-year plan.

WEA Trust Member Assessment

Most health conditions can't be seen. That's why it's important to take the WEA Trust health assessment and learn about possible risks to you health. If you have WEA Trust health insurance, the assessment is available online now through November 30, 2007. Visit **weatrust.com** to take the assessment and receive \$25.00 and the opportunity to live healthier. If you are not able to do the assessment online a hard copy will be sent to you after November 30.

Japan Fulbright Memorial Fund

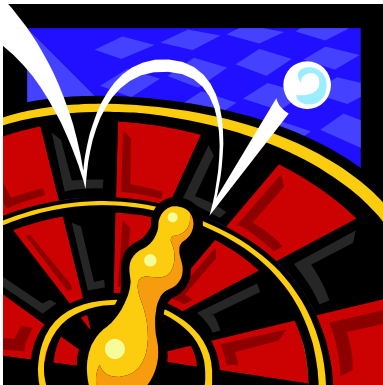
The Japan Fulbright Memorial Fund (JFMF) Teacher Program, sponsored by the Government of Japan, provides teachers and administrators with **fully-funded** three-week study tours of Japan. The program is designed to increase understanding between the people of Japan and the United States by inviting U.S. elementary and secondary educators to visit Japan and share their experiences with fellow Americans upon their return. JFMF participants travel to Japan, learn about Japanese culture and education, and return to implement a self-designated plan to share their knowledge and experience with their students, colleagues, and community.

Participants travel in one of two cycles:

Spring cycle: Sunday, June 8—Thursday, June 26, 2008

Fall cycle: Sunday, October 12—Thursday, October 30, 2008

The 2008 online application is currently available at the following website www.iie.org/jfmf with a deadline of December 10, 2007. Contact: Institute of International Education at 888-527-2636(toll free); Fax 202-326-7676; Email jfmf@iie.org; web www.iie.org/jfmf



----- Save the Date! -----

Friday, February 1 and Saturday, February 2, 2008
Radisson Hotel and Conference Center
Oneida Bingo and Casino
Green Bay, Wisconsin

High Stakes Advocacy! Northeast Regional Conference

Teacher and ESP Association members from Bayland Educators, Central Wisconsin UniServ Council, Green Bay Education Association, Kettle Moraine UniServ Council, United Northeast Educators, WEAC-Fox Valley, and Winnebagoland UniServ will be invited to attend. Workshop in bargaining, grievance handling, professional development, and leadership will be offered. Watch for details, coming soon!

Enjoy your Thanksgiving Holiday!

