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## UNE President Mike Kaczmarzinski Extends Welcome. . .

All of us at UNE hope that you have had a great summer vacation. Hopefully, you are ready for the challenges ahead. To all of you that have spent your summer cleaning and prepping our school buildings for the upcoming school year, thank you for all your work and dedication. The staff and students appreciate your efforts. To those who have been busy with continuing education, your hard work will benefit your students greatly.

As the new school year gets under way, I hope that each of you has a current local contract and that you will spend some time reviewing the terms and conditions under which you work. Please note that districts are increasingly not tolerating violations of contract terms and board policies. An example might be inappropriate use of district email. I urge you to get to know our building representatives in each of your buildings. They are your first contact when you have a question or potential problem. They know the procedures and contacts that will help you. As always, the staff at UNE is available to serve you should that need arise.

The Instruction & Professional Development Committee (IPD) has been busy planning events for both teacher and ESP members. On August 11, UNE had a PDP Goal Approval Session. It was attended by many UNE, Bayland, and Green Bay teachers. The IPD Committee has scheduled a PDP Verification Session for December 5 as well as a half-day PDP Writing Workshop. Spots are still available. Check out the UNE Website ([www.weac.org/une](http://www.weac.org/une)) for information. The committee is investigating school safety as a topic as a possible seminar for both ESP and teacher members.

The Bayland/UNE Leadership Conference will be held at the Radisson on October 7. Your local presidents have received this information. Contact her/him for the schedule or check out the UNE website ([www.weac.org/une](http://www.weac.org/une)).

With the passage of the state budget, many things

have changed. The QEO is gone and collective bargaining changes have been made. These events will require negotiators to upgrade their skills and knowledge. With arbitration back in the picture, WEAC has specific guidelines that need to be followed in order to receive WEAC help if your local needs to use the arbitration process. It is crucial that all locals be represented at negotiation meetings this year.

It is now time to turn our attention to school finance reform and health care reform. WEAC is part of the School Finance Network (SFN) which has a plan to change the way we fund public education. Watch for updates in your local newsletters and the WEAC Members Only Website. Find out what you can do to help bring about this much needed change.

Finally, we are at a historic point in our history with regard to health care reform. The House and the Senate both have bills to overhaul our health care system. Please call your representatives and urge them to support reform. Names and numbers are listed below. Include these crucial points in your message:

- \* **The time is now to pass quality, affordable, accessible health care for all.**
- \* **Any proposal for reform must include a public health insurance plan.**
- \* **We oppose any effort to fund health care reform through taxes on health care benefits.**

Senator Herb Kohl at (202) 224-5653  
Senator Russ Feingold at (202) 224-5323  
Congressman Steve Kagen at (202) 225-5665

You may also go to the NEA Legislative Action website at <http://capwiz.com/nea/home/> and email your Senators and Members of Congress about health care reform.

Have a great school year and thank you for all that you do for our students.

*Mike Kaczmarzinski*

## Annual Local Leader Conference

Save **Wednesday, October 7** for the Bayland Educators/UNE Local Leadership Conference to be held at the Radisson Hotel and Conference Center in Green Bay. Special sectional meetings are: I'm In Charge, Now What?; It's More Than Stuffing Mailboxes; Nonrenewal and Layoff; Emerging Voices; Internal Organizing—How Your Local Can Support the Bargain; PDP Writing Workshop for Initial Educators; and School Safety and Crisis Response. Cash bar begins at 5 p.m., dinner at 6 p.m., and breakout sectionals to follow. Post-session Team Meeting will be from 7:45 until 8:30 p.m. Save yourself a spot by calling United Northeast Educators at 1-800-472-5582 or 496-2440.

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## Political Action Committee Dues Rebates

A part of your UniServ dues are used to make contributions to the political campaigns of candidates your leaders endorse as education-friendly. The amount of PAC dues is \$5 for full-time dues paying members and \$2.50 for those paying part-time dues. Any member who wishes a refund of that portion of dues used for political purposes must request a refund in writing to their PAC by October 30. Fair share members do not need to request a refund. An automatic refund will be issued to all fair share persons as soon as that person's fair share status has been certified.

For a refund of your PAC dues write to: UNEPAC, 1136 North Military Avenue, Green Bay, WI 54303. Telephone requests will not be honored, nor will multiple requests on the same letter. Each request must be a separate letter with your name, address, and local association. All requests must be postmarked by October 30. A request is valid only for the year of that request. Rebates are normally issued in late February or early March.

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## Change in UNE Copy Charges For Locals

With the rising costs for the equipment and paper, the Board has revised its policy and is slightly increasing copy charges for locals. For the copier using white paper the cost will now be \$.10 per page and using colored paper will now be \$.12 per page.

Using the color copier with white paper will now be \$.33 per page and using colored paper will now be \$.35 per page. We can also do black/white and the cost for white paper would be \$.20 per page and the cost for colored paper would be \$.22 per page.

If you are doing double-sided copies, the per copy cost is doubled.

## PDP Goal Approval Session Is A Success

On August 11, 2009, the joint Instructional and Professional Development (IPD) Committee of UNE/BE and also Green Bay Education Association hosted its third goal review session for Initial Educators. These new educators, now under the new PI 34 regulations, must have their professional development plan goals reviewed by a fellow professional educator, an administrative representative, and a higher education representative. When all of the representatives have reviewed and signed off on the plan, then the initial educator must be sure that this documentation is forwarded to the DPI. Initial Educators then have up to five years to work on the goals listed in the plan and then must again have a review before being able to move to the Professional Educator level.

The Goal Approval Session was a huge success, based on the evaluation comments received. Participants were very happy to have all of the different reviewers gathered in one location to have their plan reviewed. If they needed to make changes, computers were provided. They were also pleased with the high quality and thoughtful comments of the reviewers on hand. Reviewers included Sue Amtmann, Kay Johnson, Erika May, Diane Slivka, Rachael Poppe, and Pam Engel. Pupil Services reviews were done by Steve Schneider via the internet. Many also commented on the reasonable fee of \$25.

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## PDP Writing Workshop for Initial Educators

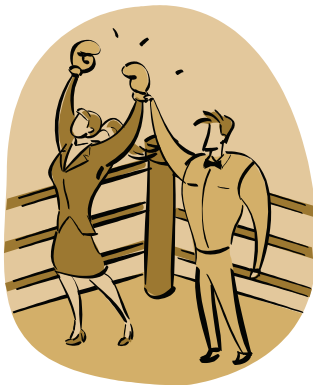
United Northeast Educators (UNE)/Bayland Educators (BE) will be offering teachers the opportunity to learn how to write a quality Professional Development Plan (PDP). The Local Leadership will be on October 7, 2009, at the Radisson Hotel and Conference Center in Green Bay. The title of this session will be, *PDP Writing Workshop for Initial Educators*.

This workshop will provide you with the hands-on beginning steps of the process of writing your PDP Plan. Participants will learn how to register with the QEI website in order to use the online template for recording their work. The presenters are Kay Johnson and Diane Slivka who are certified by the Department of Public Instruction to help educators develop Quality Professional Development Plans. This session, depending on participant interest and/or questions, may exceed the time period established for the other sessions.

To register please contact the office at 496-2440 or 1-800-472-5582, or [baumans@weac.org](mailto:baumans@weac.org). (Cut off for the October 7 workshop is September 22, 2009.)

## A Critical Victory in the Enforcement of Collective Bargaining Rights

In a ruling described as “a critical victory” for the Association, the Wisconsin Employment Relations Commission has ruled that the Peshtigo School District and Superintendent Kim Eparvier repeatedly violated the teachers’ collective bargaining agreement during the 2007-08 school year as well as interfered with members’ protected concerted rights and retaliated against those individuals for engaging in protected concerted activity.



Among the violations cited by the WERC were:

- Refusing to compensate elementary teachers for assigned work.
- Denying teachers Association representation during a meeting.
- Interfering with the Association’s choice of representation by trying to undermine the local Association President and UniServ Director.
- Threatening to lay off elementary teachers if the Association succeeded in its grievance.
- Introducing Association e-mails at a hearing for the sole purpose of harassing or intimidating the Association.

But beyond these findings, Association leaders said one of the most important things to come out of the process and decision was the Peshtigo Education Association becoming a stronger Association, united to establish working conditions free from intimidation, harassment and fear so that members could do what they were hired to do – teach children.

“Given the superintendent’s attempt to ‘divide and conquer’ the Association and his history of authoritative, dictator-like style, it was difficult for the bargaining unit members to stand up to the superintendent,” said United Northeast Educators UniServ Director Kim Plaunt. “Despite his efforts, the Association stood together to fight his actions, and overwhelmingly prevailed.”

Members of the PEA celebrated the ruling, saying it comes as a relief after years of deteriorating relations with the district and intimidation on the part of the superintendent.

“We are ecstatic regarding the decision by the WERC,” said President Danny Smith, adding however that the fear of retaliation continues.

PEA Vice President Paula Fochesato and Secretary Terri Gaedke thanked WEAC and UNE for their support throughout the process.

“We really know now what our union dues are for!” Fochesato said. “We received the absolute best support from WEAC Legal Counsel, Melissa Thiel Collar and UNE Director Kim

Plaunt. We credit them with much of the success of our suit.”

In an interpretation of the WERC decision, WEAC’s Thiel Collar said “It was clear that the examiner understood that the superintendent was determined to govern the district how he saw fit, irrespective of the collective bargaining agreement and bargaining unit members’ statutory rights.”

“When the new leadership, including the new UniServ Director, would not acquiesce to his unlawful conduct, the superintendent engaged in great and heightened unlawful retaliatory activity, which further substantiated the Association’s claim,” Thiel Collar wrote.

PEA members painted a picture in which intimidation and harassment created ongoing tension in the workplace, particularly in the elementary building. As relationships with the superintendent eroded, working conditions and morale deteriorated. But it was this intimidation and harassment that unified the Association to uphold the terms of the collective bargaining agreement and also to ensure that members could teach in an environment free from vitriolic conduct.

“Prior to the prohibited practice complaint, the relationship between the superintendent and the union membership was in a downward spiral for years,” said Grievance Chair Betsy Bradley. “In 2007, we reached a breaking point! We had had enough of the trampling of our union contract!”

“It was a most difficult time for all of us,” Fochesato added. “Stress levels were very high and morale was very low. All feared retaliation for any union actions.”

“In order to do our job well last year, it was necessary to compartmentalize the Prohibited Practice, stick together as an Association, and focus on the children in our classroom,” added PEA Treasurer Mimi Schahczenski.

Smith and Gaedke said they were hopeful that, with this definitive ruling, relationships with the school board will now begin to improve. They also stressed that staying unified is often easier said than done, but here it was the key to their eventual victory.

Source: *WEAC Online*, posted: 8/19/2009.



Peshtigo Education Association officers celebrate their victory in a ruling by the Wisconsin Employment Relations Commission. They are (left to right) Mimi Schahczenski (past Treasurer), Danny Smith (President), Betsy Bradley (Grievance Chairperson), Paula Fochesato (past Vice President), and Terri Gaedke (Secretary).

## UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
September	10-11	Professional Staff Meeting	Madison
September	16 5:30 p.m.	Bayland/UNE Legislative Meeting	UniServ Office
September	16 5:30 p.m.	M&O EA CBC Meeting	Holiday Inn, Kelly Lake
September	29 11:30 a.m.	UNE-Retired Luncheon	River's Bend, Green Bay
October	7 5:00 p.m.	Local Leadership Conference	Radisson, Green Bay
October	14 6:00 p.m.	UNE Board Meeting	UniServ Office
October	20 6:30 p.m.	Bob Moeller's Financial Planning	Green Bay
October	29-30	WEAC Convention	Milwaukee

The UNE Board of Directors. . .The UNE Board invites you to call upon them whenever you have a question or comment regarding the services and benefits provided by UNE, WEAC, and NEA. The twelve directors listed below are here to represent you.

	<u>Name</u>	<u>Board Position</u>	<u>Local Association</u>	<u>Home Address</u>	<u>Home Phone</u>
UNE President Mike Kaczmarzinski <a href="mailto:mkaz@netnet.net">mkaz@netnet.net</a>	Mike Kaczmarzinski	President	UNE-Retired	594 Hickory Road Oneida, WI 54155	(920) 869-2435
Suzanne Dishaw Britz UniServ Director <a href="mailto:britzs@weac.org">britzs@weac.org</a>	Peggy Johnson	Vice President/ WEAC Del. 1	Clintonville EA	P4830 Corner Drive Biramwood, WI 54414	(715) 573-4815
David A Campshure UniServ Director <a href="mailto:campshured@weac.org">campshured@weac.org</a>	Beverly Schacht	Secretary	Howard- Suamico EA	672 Winding Brook Trail Little Suamico, WI 54141	(920) 826-6720
	John Strommen	Treasurer	Bonduel ESP	W6533 Woods Road Shawano, WI 54166	(715) 526-1721
Kim Plaunt UniServ Director <a href="mailto:plauntk@weac.org">plauntk@weac.org</a>	Dan Weidner	WEAC Del. 2	Bonduel EA	112 South Elm Street Bonduel, WI 54107	(715) 758-2471
	Steve Thomson	WEAC Alt. 1	Seymour EA	2350 Oakwood Avenue Green Bay, WI 54301	(920) 265-8678
Sarah Bauman Associate Staff <a href="mailto:baumans@weac.org">baumans@weac.org</a>	Amy Gee	WEAC Alt. 2	Pulaski EA	522 Ontario Road Green Bay, WI 54311	(920) 406-9232
	Clayton Smits	Director	UNE-Retired	826 Jordan Road De Pere, WI 54115	(920) 338-2338
Shirley Forrest Associate Staff <a href="mailto:forrests@weac.org">forrests@weac.org</a>	Russ Johnson	Director	Pulaski Cust.	709 Pine Street Pulaski, WI 54162	(920) 822-8384
Neva Paque Associate Staff <a href="mailto:paquen@weac.org">paquen@weac.org</a>	Kathi Taylor	Director	Menominee TEA	P.O. Box 63 Suring, WI 54174	(920) 842-9856
	Sue Smits	Director	De Pere ESP	3346 Monroe Road De Pere, WI 54115	(920) 336-9338
	Russ Young	Director	Oconto EA	604 Park Avenue Oconto, WI 54153	(920) 834-7440

### Mission Statement

UNE is an organization of public education employees who provide training and services to protect, improve, and enhance members rights and the professional and economic capabilities of its members, hence improving the quality of life of all its members.