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UNE
United Northeast Educators
An affiliate of WEAC & NEA

Magnifier

Volume XIX, Issue 1

September 10, 2008

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.

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. I also 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 12, UNE had it second Professional Development Plan Review day. It was attended by many UNE, Bayland, and Green Bay teachers.

The Bayland/UNE Leadership Conference will be held at the Radisson on October 1. New sessions have been planned. Your local presidents have received this information. Contact her/him for the schedule or check out the UNE website (www.weac.org/une).

The Legislative Committee is well on its way in planning and implementing the Election 2008 Plan. We have a great opportunity to change the direction of both the state and federal governments. Your local legislative contacts will be active this fall. A work night has been scheduled for September 15.

We are still trying to get our Public Relations Committee up and running. If you are interested in chairing or serving on it, please contact the UNE office or Board members.

Once again, thank you for all that you do for our students. I hope that you have a very productive school year.

Mike Kaczmarzinski

Annual Local Leader Conference Set

Save **Wednesday, October 1** 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: Presidents and Vice Presidents; Dealing with Member-to-Member Conflict; Contract Maintenance; Internal Organizing—How to Build a Better Local; School Safety and Crisis Response; PDP Writing Workshop for Initial Educators; Student/Employee Rights and Responsibilities; and Building Strength Thru Local Political Involvement. Cash bar begins at 5 p.m., dinner at 6 p.m., and breakout sectionals to follow. The conference wraps up by 8:45 p.m. Save yourself a spot by calling United Northeast Educators at 1-800-472-5582 or 496-2440.

Achieving Financial Independence
Bob Moeller, Certified Financial Planner
WEAC Member Benefits Specialist

WEAC members and their spouses are invited to attend this presentation at no cost. It will be held at: Lombardi Middle School, 1520 South Point Road, Green Bay, on Tuesday, September 30, at 6:30 pm.

Registration Information:

Bayland Educators/UNE members call (920) 496-2440 or 1-800-472-5582. Co-sponsored by: GBEA, UNE, Bayland Educators, and WEAC.

WEAC PRESS UNION SHOP

PDP Review Workshop Was Held August 12, 2008

On August 12, 2008, the joint Instructional and Professional Development (IPD) Committee of UNE/BE and also Green Bay Education Association hosted its second 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 then 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.

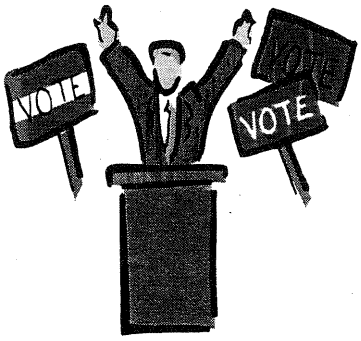
The Review Workshop was a huge success, based on the evaluation comments received. Participants were very happy to have all of the different reviewers gathered in one location to have their plan reviewed. If they needed to make changes, computers were provided. They were also pleased with the high quality and thoughtful comments of the reviewers on hand. Reviewers included Sue Amtmann, Kay Johnson, Lois Mahaffey, Erika May, Diane Slivka, Rachael Poppe, and George Ouimette. For Pupil Services reviews, we had Steve Schneider doing it via the internet. Many also commented on the reasonable fee of $25.

PDP 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 1, 2008, 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 presenter is Jill Matarrese who is 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. (Cut off for the October 1 workshop is September 24, 2008.)



This Fall's Elections Matter *A LOT!*

It wasn't all that long ago that many people were saying elections don't matter. Politicians are all the same, the storyline went, so don't bother getting involved or even voting.

Well, if we've learned anything in recent years, it's that elections definitely matter. They matter a lot. Whether it's "No Child Left Behind" at the federal level, or the "Taxpayer Bill of Rights" (TABOR) at the state level, it's clear that who gets into office does have an impact on the future of public education.

It is not an exaggeration to say this fall's elections could be a major turning point for our nation and our state. At the federal level, we can elect a President in Barack Obama who truly supports our great public schools and programs that help children. With the potential for strong pro-education majorities in both houses of Congress, we could see major changes in our nation's policies in the years to come.

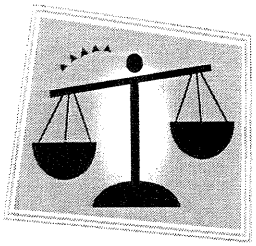
Similarly, at the state level, control of the Wisconsin Assembly is up for grabs. If the elections break our way, we will have pro-education majorities in both houses of the Legislature to join Governor Jim Doyle in supporting children and great schools.

And make no mistake about it. There are major differences between the candidates running for office. Take No Child Left Behind. Barack Obama will fund the law and make major changes to it so that educators are not just "teaching to the test." John McCain, on the other hand, has voted repeatedly to deny funding for the mandates that NCLB imposes on schools for testing and tutoring.

Obama voted in favor of reauthorization of the State Children's Health Insurance Program (SCHIP), which funds BadgerCare Plus to expand health care coverage to all the state's children and many uninsured adults. McCain voted against SCHIP's reauthorization.

At the state level, pro-public education candidates want to give our schools the funds they need to succeed. Anti-education legislators, meanwhile, continue to attack your rights to collectively bargain over health care coverage and subcontracting. And they back less than inflationary per-pupil increases for the revenue caps, which are driving some school districts to the brink of extinction as they struggle to pay for things like dramatically rising transportation costs.

So let's keep reminding ourselves: elections definitely matter and we all need to back candidates who support children and public education.



Contract Maintenance and Member Rights Issues

Note: In this space we will report recent decisions in grievance arbitrations and other litigation involving UNE member and locals, as well as other cases that may be precedent setting.

➢ Marinette Circuit Court Judge Rules School District Violated Wisconsin's Open Records Law

Marinette Circuit Court Judge David Miron ruled on August 22, 2008 that the Marinette School District violated the Wisconsin Open Records Law when it released two teachers' personnel information on the eve of a 2006 election.

"Judge Miron found that there was no dispute that information was improperly released under Wisconsin's Open Records Law and in doing so failed to observe any of the statutory requirements under the law," said WEAC Legal Counsel Melissa Thiel Collar, who, along with UniServ Director, Kim Plaunt, represented the member. "Thus, the disclosure of information was a clear and undisputed violation of the Open Records Law.

"The ruling solidifies WEAC's position with respect to the lawsuit since the beginning of this issue," Thiel Collar said. "So long as governmental entities like the Marinette School District continue to violate citizens' statutory rights, including their rights under the Open Records Law, WEAC will continue to defend these rights."

➢ No Need to Read Between the Lines

In an arbitration award dated August 8, 2008, Arbitrator Paul Gordon of the Wisconsin Employment Relations Commission (WERC) ruled in favor of the Howard-Suamico Education Association (HSEA) in a contract interpretation dispute with the Howard-Suamico School District regarding the eligibility criteria for contractual early retirement benefits. UNE UniServ Directors Suzanne Dishaw-Britz and David Campshure represented the HSEA.

The District took the position that teachers were required to have 15 years of uninterrupted service to be eligible for the benefits. Whereas, the HSEA maintained the contract did not require that the 15 years of service be consecutive or continuous.

After reviewing the language in question in combination with the entire contract, Arbitrator Gordon stated, "They [the District and HSEA] knew how to use the words continuous or consecutive. Had they intended the word "continuous," "consecutive" or some similar adjective or qualifier to be included in the eligibility requirements for early retirement, they could have. But they did not. This is an indication that they did not intend "continuous" or a similar phrase to be included in the eligibility requirements."

As result of the decision, a HSEA member who worked in the District for 5 years, separated employment, and later returned to work an additional 12 years was found to be eligible for the contractual early retirement benefits.

➢ Not a Matter of Hours

On August 14, 2008 Wisconsin Employment Relations Commission (WERC) Arbitrator John Emery ruled that the Clintonville School District violated its contract with the Clintonville Education Association (CEA) when it prorated the contract of a part-time special education teacher for 2007-08 on the basis of an eight-hour day rather than the number of instructional periods taught.

In the arbitration award Arbitrator Emery stated, "The evidence in the record shows that prior to 2007-08, the Grievant's FTE [full-time equivalence] as a part-time middle school CDS teacher was always based on the number of instructional periods she taught per week. Further, there is no evidence of other part-time Special Education teachers ever being compensated on an hours-per-week basis prior to 2007-08."

The effect of the decision was that the teacher was determined to have worked a 100% FTE schedule for 2007-08, rather than the 60% FTE schedule that had been calculated by the District. As remedy the District was ordered to make the teacher whole by paying back pay and adjusting benefits for the difference in FTE.

The CEA was represented by UNE UniServ Directors David Campshure and Suzanne Dishaw-Britz.

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.

UniServ Activity Calendar

Date		Time	Event	Place
September	10	6:00 p.m.	UNE Board Meeting	UniServ Office
September	11-12		Professional Staff Meeting	Stevens Point
September	15		Bayland/UNE Legislative Worknight	UniServ Office
September	22	5:30 p.m.	Bayland/UNE IPD Committee	UniServ Office
September	23	11:30 a.m.	UNE-Retired Luncheon	The Spot Supper Club, Green Bay
September	30	6:30 p.m.	Bob Moeller, Financial Planning	Lombardi Middle School, Green Bay
October	1	5:00 p.m.	Local Leadership Conference	Radisson, Green Bay
October	8	6:00 p.m.	UNE Board Meeting	UniServ Office

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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 thirteen directors listed below are here to represent you.

Name	Board Position	Local Association	Home Address	Home Phone
Mike Kaczmarzinski	President	UNE-Retired	594 Hickory Road Oneida, WI 54155	(920) 869-2435
Peggy Smits	Vice President/ WEAC Del. 1	Clintonville EA	P4830 Corner Drive Birnamwood, WI 54414	(715) 573-4815
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
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) 432-0103
Lynn Baumgartner	WEAC Alt. 2	Pulaski EA	1371 Dousman Street Green Bay, WI 54303	(920) 496-0896
Clayton Smits	Director	UNE-Retired	826 Jordan Road De Pere, WI 54115	(920) 338-2338
Russ Johnson	Director	Pulaski Cust.	P.O. Box 737 Pulaski, WI 54162	(920) 822-8384
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
Kristi Zahn	Director	Howard-Suamico EA	1020 South Clay Street Green Bay, WI 54301	(920) 432-3617
Amy Gee	Director	Pulaski EA	522 Ontario Road Green Bay, WI 54311	(920) 406-9232

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.