

1136 N. Military Avenue
Green Bay, WI 54303
920-496-2440
Toll-free: 1-800-472-5582

Magnifier

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Read Across America

Plan early for NEA's Read Across America celebration on March 2, 2009. Free bookmarks are available by calling the UNE



office at 1-800-472-5582 or 496-2440. Don't forget to check out the materials and ideas that are available online at the www.nea.org website. Ideas, book lists, media contact information, and items for ordering are always listed on the "Read Across America" site listed under "Special Events." Ideas on how to make your local event a year-long reading promotion are included at this comprehensive planning site.

will be two identical sessions; it will be a first-come, first-serve basis.

The first registration will be 8:30 a.m. and the session will be from 9 – 12. The second registration will be at 12:30 p.m. and the session will be from 1 – 4.



2009 ESP Conference Orlando, Florida March 13-15, 2009

The National ESP Conference is a great opportunity for ESP members to develop new skills and learn more about relevant, important issues. Training sessions and workshops will empower ESP members with the skills and information they need to assist with closing the achievement gap, organizing, building stronger locals, promoting membership recruitment, enhancing professional development and student achievement, and establishing strong internal and external relationships. Conference participants are challenged to share their learning and information with members in their state and local association. This year's conference will be held at the Double Tree Hotel at the entrance of Universal in Orlando, Florida.



PDP Writing Workshop Presented by UNE/ Bayland Educators/ Green Bay EA

An invitation will be going out in the mail to the teachers that have started their career in the last two years. It is scheduled for March 7, 2009 at the Green Bay Education Association office. There



WEAC Winter Conference February 27—March 1, 2009 Wyndham Milwaukee Airport Hotel

The 2009 WEAC Winter Conference is designed to provide greater focus on our union's priorities. We will focus on: 1) school funding reform; 2) health care reform; and 3) professional development and licensure support. These courses are designed to give members a comprehensive understanding of the issues through interactive, hands-on training experiences. While each course is designed around a central theme, the skills attained can be applied to nearly any issue. There are also specific courses on Saturday for WTCS and NBPTS.

Sunday morning features fourteen topics designed to respond to a wide variety of member interests. There are topics in support of both the Bargaining Certificate and the PDA ESP Certification. Some topics are in response to the Activist and Crisis Response courses conducted at the last Summer Academy. Transition planning issues and differentiation of instruction are available. Expertise to learn more about your own financial health and benefits is another option.

Registration (Team or Individual)

You may register online at <http://www.weac.org> click the Winter Conference link or complete a Team Registration Form. Deadline is December 30, 2008. Complete an Individual Registration Form and mail registration form and payment to: WEAC, ATTN: Winter Conference, P.O. Box 8003, Madison, WI 53708-8003.



If you register online, you will receive immediate confirmation and a link to the hotel reservation website. If you register by mail or fax, you will receive your confirmation letter within one to two weeks.

When reserving lodging, it is important to remember the

following: Your credit card is not charged so there is no hold placed on your credit card and the published rate does not apply. You pay WEAC as part of your registration fee and WEAC pays the Wyndham. All lodging is for two nights.

Reserve your room online at: The Wyndham Milwaukee Airport Hotel & Convention Center at: http://www.wyndham.com/groupeventsnew/mkeap_weac/main.wnt or reserve your room by calling the Wyndham registration center at: 1-800-558-3862. ***You will need to tell them:***

Hotel Location: Wyndham Milwaukee Airport Hotel & Convention Center

Dates: Arrive February 27 and depart March 1

Group Rate: WEAC Winter Conference

Cancel your registration by February 13 to receive a full refund.



Costing 101 for Teachers

Are you having difficulties deciphering your salary schedule? Are you tired of fighting through all of the numbers? What are your options?



- Participants will be able to manipulate an Excel spreadsheet.
- Participants will be able to work with the components of total package costing.
- Participants will be able to create a total package costing spreadsheet to be used in their 2009-2011 bargain.

Schedule

Introduction to Excel

Saturday, January 31, 2009, 10 a.m. — 2 p.m.

Introduction to Costing

Saturday, February 21, 2009, 10 a.m. — 2 p.m.

Create a Costing Spreadsheet

Saturday, March 7, 2009, 10 a.m. — 2 p.m.

Create Your Local's Costing Spreadsheet

Saturday, March 28, 2009, 10 a.m. — 2 p.m.

Registration




Call the UNE office and register yourself or your team by January 9, 2009. Space is limited. A small number of laptops will be available. If you are able, please bring our own.

Health Care Purchasing Decisions



Wouldn't it be nice if districts looked at health care purchases in a more constructive manner? In a time when districts are only looking to cut costs, critical decisions on who provides the employees' insurance needs are often left to just one factor, who's the cheapest. Occasionally the district will make a superficial attempt at looking at quality, often merely asking the new company if they will match the present company's plan benefits, but that research only goes skin deep. Some districts will take a sales person's word for it and switch even before seeing a Plan Benefit Booklet. Factors, such as customer satisfaction, quality of care, and claims processing rarely get looked at.

In it's report, "Reducing the Costs of Poor Quality Care through Responsible Leadership," the Midwest Business Group on Health identified three ways purchasers unknowingly promote poor quality:

-  Making purchasing decisions based on price without examining plan and provider performance;
-  Using transaction-based (rather than outcomes-based) payment structures that discourage quality improvement and promote waste;
-  Missing opportunities to engage the consumer on quality and cost issues.

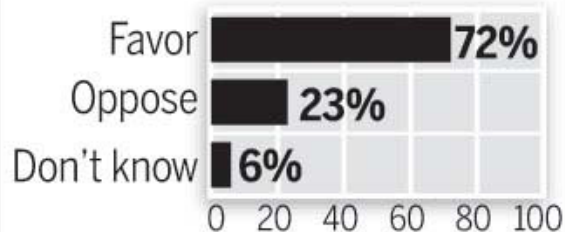
Should your district be considering a change, insist that they don't make the above mistakes. And, when doing the "examining plan and provider performance," ask for the CAHPS report from the WEA Trust. They recently received the #1 ranking in Wisconsin and #3 in the nation on their Health Plan rating.



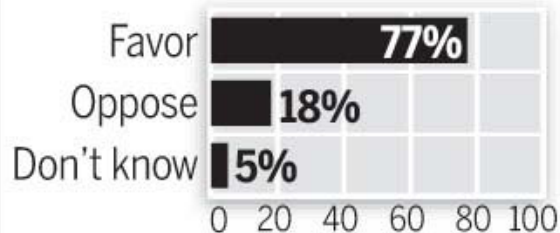
Better pay, less job security for teachers

By large majorities, Wisconsin residents think better pay would lead to having better teachers in schools, a new poll found. People also favor merit pay for teachers and making it easier to fire incompetent teachers.

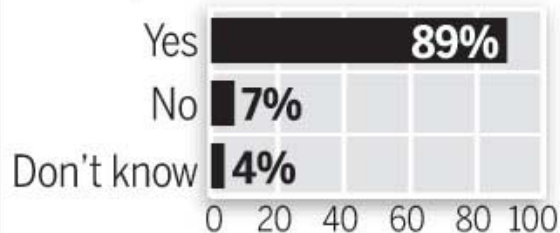
Wisconsin residents' opinions on higher salaries to attract better teachers



Wisconsin residents' opinions on merit pay for teachers



Would you support changes in the tenure system which would make it easier to fire incompetent teachers?



UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
December 16	6:00 p.m.	Nonrenewal & Layoff Workshop	UniServ Office
December 24-26, 31		Office Closed	
January 1		Office Closed	
January 12	5:30 p.m.	UNE/Bayland Bargaining Goals mtg	UniServ Office
January 14	5:30 p.m.	UNE Board Meeting	Cheffetta's, Green Bay
January 16-17		NEA Midwest Leadership Conference	Chicago
January 26	5:00 p.m.	UNE PAC	UniServ Office
January 26	6:00 p.m.	UNE/Bayland Legislative Committee	UniServ Office
January 27-28		Professional Staff Meeting	Wisconsin Dells
January 28-29		Associate Staff Annual Meeting	Wisconsin Dells
February 3	6:00 p.m.	Bay Area Negotiators	UniServ Office
February 4	5:30 p.m.	M&O Meeting	Holiday Inn, Suring

UNE President
Mike Kaczmarzinski
mkaz@netnet.net

Suzanne Dishaw Britz
UniServ Director
britzs@weac.org

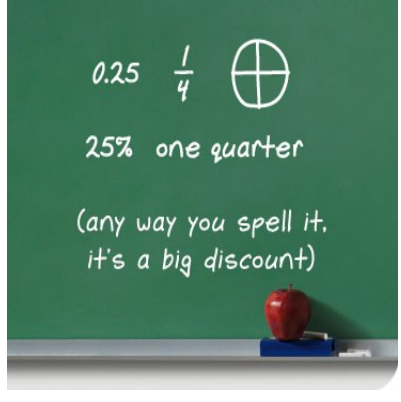
David A Campshure
UniServ Director
campshured@weac.org

Kim Plaunt
UniServ Director
plaunk@weac.org

Sarah Bauman
Associate Staff
baumans@weac.org

Shirley Forrest
Associate Staff
forrests@weac.org

Neva Paque
Associate Staff
paquen@weac.org



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A Message from AAA

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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.