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Magnifier

Volume XIX, Issue 6

January 15, 2009

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 23, 2009. Space is limited. A small number of laptops will be available. If you are able, please bring our own.

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.

For more information, or to register on-line, go to www.weac.org and click on the Winter Conference 2009 link.

Teacher/ESP Relations Sometimes Present Problems

UNE represents both teachers and Education Support Professionals (ESP) in nearly all of the 19 school districts within its area. For the most part, the relationships between members of the teacher and

of the ESP unit in the same school district are cordial and mutually respectful. There can even be collaboration between a teacher and ESP unit, particularly around negotiations. Once in a while, however, there is a conflict between a member or members of each unit. Since the members involved in the conflict are UNE members of equal status, this presents UNE with a problem in representing each member's interests.

The most common area of conflict occurs when a teacher is placed in a supervisory role of an aide in the classroom. This is particularly true in special education classrooms. It can work both ways. Usually the teacher participates in the evaluation of the aide, but there have also been instances in UNE where one or more aides (and even a custodian) have willingly participated in the evaluation of a teacher.

Aides and teachers often work very closely to serve the needs of students. The working relationship between these two roles is critical to a successful school and classroom culture. Teachers and aides work side-by-side in what can sometimes be a very stressful work environment that challenges everyone to focus on effective professional relationships. Professional relationships form the foundation of a positive school culture, and a positive, inviting school culture is highly correlated with student success.

It's easy to blame the administration or colleagues for a less than positive school climate, and sometimes that blame is justified. However, you only have control over your own personal communication skills, not that of your colleagues. What can you do to improve your working relationships and school culture? First, evaluate your own communication style. You will find ample resources on the web, including short assessments you can take for free.

Next you focus on your role within the school district. Whom do you work with? Whom do you work for? Which professional relationships are important for your work? How can you improve your professional relationships? Building a positive school culture requires many people to work together effectively to meet student needs.

Check out <http://www.schoolculture.net> for tips, assessments, and information about improving school culture. Other resources are available on the web through a simple Google search such as "school culture."

Usually it is the role of the building administration to help resolve conflicts within the building staff. This

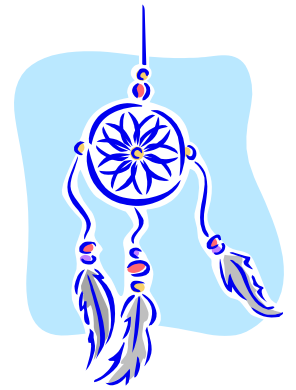
sometimes leads to disciplinary action taken against one or more of the individuals involved in the conflict. Although disciplinary action is not the preferred route, it does turn the attention to the administrator and gets UNE involved on behalf of the member(s). To prevent a conflict from escalating to the point of administrative involvement, or in situations where administration is apathetic to its role of resolving such conflicts, UNE staff members have occasionally consented to serve as mediators for the conflicts among two or more UNE members. However, the easiest and perhaps most preferred place to start is with yourself!

19th Annual Poster Contest Wisconsin Native Americans: One People, Many Nations

This will be an opportunity for your students to express their thoughts and feelings artistically.

Poster Contest Rules:

- ✓ Students' posters must state the theme as part of the poster design and reflect students' learning with reference to Wisconsin Native American culture.
- ✓ The contest is open to all fourth grade students in Wisconsin public schools.
- ✓ Each poster must contain wording and/or imagery which reflects the contest theme.
- ✓ Posters must accurately reflect Wisconsin Native American culture.
- ✓ Artwork can be presented in any two-dimensional media. Size must be 12" x 18" (vertical or horizontal). Lamination of entries is encouraged but not required.
- ✓ To facilitate anonymity in judging, the following information must be clearly printed only **on the back** of each entry:
 - student's full name
 - student's school name and address
 - school district
 - teacher's name and address
- ✓ **If the student does not wish to have his or her name released as a winner of the contest should his or her submission be one of the three winning entries, please indicate this in writing with the student's entry. Otherwise, winning student's names may be released in response to press requests or individual inquiries.**

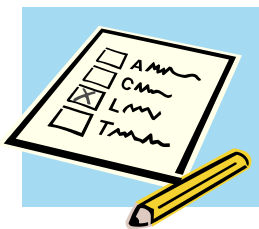


- ✓ **Entries will not be returned.** Teachers may want to make copies for their students prior to submission. *The original poster must be submitted.*
- ✓ Entries must be sent to Local Association Presidents by **February 1** for judging.
- ✓ The top three posters at the local level **must be sent to UniServ Presidents by February 15.**
- ✓ After judging at the UniServ level, the top three posters must be sent to the WEAC Madison office by March 15. (WEAC, ATTN: Mary E. Pitassi, 33 Nob Hill Road, P.O. Box 8003, Madison, WI 53708-8003.)
- ✓ Three artists will be chosen by the Human Relations Committee to receive a \$100 saving bond and gift. The Human Relations Committee will award medals to the artists of the three entries submitted by each UniServ. The artwork of the winners will be displayed at the WEAC Convention and other WEAC functions.

Teachers: Please send suggestions for future themes and resources for this contest to: WEAC, ATTN: Mary E. Pitassi, 33 Nob Hill Road, P.O. Box 8003, Madison, WI 53708-8003, email: pitassim@weac.org, or fax (608) 276-8203.

Second Call for Nominations in Teachers Retirement Board Election

The Department of Employee Trust Funds (ETF) has issued a second call for nominations in a Teachers Retirement Board (TR Board) election.



The terms of current TR Board members Wayne McCaffery and Dennis Panicucci expire in May. They are not eligible to seek reelection for the two active teacher participant seats on the Board. Any active public school teacher participant of

the Wisconsin Retirement System (outside of the Milwaukee Public School District) may request nomination papers by contacting Cindy Gilles, board election coordinator, Department of Employee Trust Funds, P.O. Box 7931, Madison, WI 53707-7931. E-mail: cindy.gilles@etf.state.wi.us.

Completed nomination papers must be returned to ETF by 4:30 p.m. on Friday, February 27, 2009.

Voting will take place in April. The winner will serve a five-year term. For more information, go to <http://www.etf.wi.gov>.

Contract Maintenance and Member Rights Issues



Arbitrator Marshall Gratz of the Wisconsin Employment Relations Commission (WERC) issued a bench decision in favor of the Peshtigo Educational Support Personnel Association (PESPA) in a contract interpretation dispute regarding the District's subcontracting of lawn maintenance work in the summer of 2008. UNE UniServ Director Kim Plaunt represented PESPA in the grievance arbitration hearing.

The District claimed the Grievant, a part-time custodian, was a school-year employee and, therefore, not reduced in hours as a result of the subcontracting of summer work. However, Ms. Plaunt was able to establish that the Grievant was a 12-month employee by virtue of his having performed lawn maintenance during the summers of 2006 and 2007, his being granted vacation during the 2006-07 and 2007-08 school years, and the District's costing of the parties' 2008-10 contract that identified him as a 12-month employee.

In a written summary of the bench award Arbitrator Gratz stated that because the grievant was a 12-month employee, "It follows that the District's subcontracting of lawn maintenance during the summer made [the Grievant] an 'employee (who was) reduced in hours . . . as a result of subcontracting' in violation of Sec. 14.01.01." In addition, "The Association has also persuasively shown that the District violated Sec. 11.08 by subcontracting lawn maintenance work during the summer of 2008 while not asking [the Grievant] to fill-in for full-time custodian(s) who were absent during that time..."

As remedy the District was ordered to pay the Grievant four hours pay for each day he would have worked in the summer of 2008, pay him for the 2008 July 4th holiday, credit his seniority accordingly, and adjust his pay for vacation hours he was approved and allowed to take in 2006-07 and 2007-08 — which the District had deducted from his pay in 2008-09.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>
January	16-17	NEA Midwest Leadership Conference	Chicago
January	21	5:30	ESP Coordinated Bargaining Council UniServ Office
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
February	9	5:30 p.m.	UNE/Bayland IPD Committee UniServ Office
February	11	6:00 p.m.	UNE Board Meeting UniServ Office
February 27 —	March 1	WEAC Winter Conference	Milwaukee
March	7	8:30 a.m.	PDP Writing Workshop, Session 1 GBEA Office
March	7	12:30 p.m.	PDP Writing Workshop, Session 2 GBEA Office

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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.