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January 17, 2008

ESP Training Opportunity Saturday, February 2 8:30 a.m. — 2:30 p.m.

Joanne Huston, WEAC Attorney, has agreed to come to Green Bay to present a 5-hour course on ***Student/Employee Rights and Responsibilities***. The training will take place at the UniServ office and will be open to all ESP members of UNE and Bayland Educators.

This program will cover a wide range of legal issues affecting Educational Support Personnel (ESP), including health care procedures for medically fragile students, the state corporal punishment statute, safety standards, administration of medication in school, special education issues, rules about reporting abused and neglected children, and dealing with students' behavioral problems.

This program is part of the core curriculum of the ESP Certificate Program in the WEAC Professional Development Academy (PDA). You may attend this program without applying for PDA credits. For information about the ESP Certificate Program see <http://www.weac.org/constit/pda/espcert/main.htm>.

Registration is FREE, but limited to the first 35 participants.

Lunch will be provided. ***However, according to Board policy, a fee of \$12.50 will be charged back to the local if a member registers but does not attend the program.***

Register by doing one of the following:

Contact the Bayland Educators/UNE office at 1-800-472-5582, or 496-2440, or email the registration information to Sarah Bauman at baumans@weac.org. The registration information we need is your name, local, home phone, home email address, and if you are interested in applying for PDA credits.

The deadline for registering is Friday, January 25, 2008.

Dinner with the Legislators

Bayland/UNE members and their spouses are invited to attend this year's "Dinner with the Legislators" on Monday, March 10, at the Comfort Suites. All local legislators including Congressman Steve Kagen have been invited. Cash bar at 5:30 p.m. and dinner at 6:00 p.m.

The following legislators have been invited to the Dinner with the Legislators: Alan Lasee, 1st SD; Robert Cowles, 2nd SD; Dave Hansen, 30th SD; Garey Bies, 1st AD; Frank Lasee, 2nd AD; Al Ott, 3rd AD; Phil Montgomery, 4th AD; Tom Nelson, 5th AD; Gary Tauchen, 6th AD; James Soletski, 88th AD; John Nygren, 89th AD, and Karl Van Roy, 90th AD.

Please call your reservations in to the UNE office by Friday, February 29, 2008.

Contract Self-Renewal

It is the time of year when public school districts are making decisions about whether or not to retain current staff, especially probationary teachers (including counselors, school psychologists, and others licensed by the DPI). Wisconsin law requires that employers must give notice by the end of February if they are considering not renewing teachers' individual employment contracts.

Nonrenewal only affects teachers, not ESP members, and fortunately few teachers are affected each year. Teachers who are affected find it to be traumatic. Wis. Stats. 118.22 is the law which spells out the timetable for nonrenewal decisions. In order to nonrenew a teacher, a Board of Education must take the following three steps: Step 1 – The Board must send a written preliminary notice of consideration of nonrenewal to the teacher by February 29. Step 2 – The preliminary notice must inform the teacher that he or she has a

right to a private conference with the Board if requested in writing within five calendar days and the Board must grant the conference if it is requested. Step 3 – If the teacher is to be nonrenewed, the Board must vote to nonrenew the teacher and give the teacher written final notice no later than March 15.

If you receive a notice of consideration of nonrenewal, take immediate action to protect your job and your employment records by doing the following:

- 1) Tell your association president about the notice the SAME day you get the notice. Ask the name of the local representative who will assist you. If you cannot reach the association president, call the UniServ office the SAME day you receive the notice.
- 2) Give a copy of all correspondence pertaining to your pending nonrenewal to your association representative or mail it to the UniServ office on the SAME day you receive it.
- 3) Do NOT discuss the nonrenewal with your administrators or Board members unless you have an association representative with you. (Sometimes administrators try to persuade teachers to resign without explaining their legal rights and the implications of a resignation.)
- 4) Do NOT agree to anything without first consulting your association representative or contacting the UniServ office.
- 5) If you are pushed for an immediate response, tell the “pushee” you will be represented by UNE and that you have been advised not to discuss the issues without a union representative present.
- 6) You have a legal right to have union representation present at all Board hearings, but you must request it!

Remember, your receipt of a nonrenewal notice does not mean you are a bad teacher or a bad person. The notice represents the opinion of at least one administrator. It is difficult to maintain your self-esteem in light of a nonrenewal notice but it is vital to stay positive. Remember – Wis. Stats. 118.22 only applies to full-time teachers. It does not apply to part-time teachers unless your contract requires it.

Frequently, districts offer individual contracts to teachers in March of each year. Each individual contract must contain a qualification that the wages and working conditions will be subject to any applicable collective bargaining agreement (master contract) which is to be negotiated for the next school year. In these cases, the teacher can indicate acceptance by **signing and returning the individual contract by April 15, 2008**. Be aware that anything else written on your contract amounts to a

counterproposal and the Board does not have to accept it or reissue the individual contract.

In the event no letter of intent or individual contract is received, the teacher **must** accept the renewal of his/her contract in writing by April 15, 2008. A hand written or typed statement such as “**I accept the renewal of my teaching contract for the 2008-2009 school year**” is all that is needed. Be sure to **sign, date, and deliver the statement to the administration before April 15, 2008**. If it is hand delivered, it is a good idea to get a receipt of delivery. Also, remember to keep a copy of the statement for your own personal file.

Legal Service Program



As a reminder, UNE and Bayland Educators have arranged with Hinkfuss, Sickel, Pettitjean and Wieting, S.C., to provide a group legal services program at discounted prices for all UNE/Bayland Educators members (active and retired). The firm can be reached at (920) 432-7716. You may contact the UNE/Bayland Educators office at (920) 496-2440 or 1-800-472-5582 to obtain a copy of the Group Legal Service Program booklet for more details.

UNE Website

Have you checked out our new website? The URL is www.weac.org/une and it's the best place to go for quick updates on activities. Changes in times or places and cancellations of meetings will be posted here. Need to contact someone? Check the website for the names of Board members, staff, and your own local leadership team. We also have information about the WEAC Winter Conference and the Student/Employee Rights and Responsibilities ESP Training on February 2, 2008.

Information on Delegate Selection for the Democratic/Republican National Conventions

As we do every four years, NEA and WEAC are again embarking on an aggressive campaign to elect as many WEAC members as possible to the Democratic and Republican National Conventions. This year's conventions will take place for Democrats, August 25-28 in Denver, Colorado and for the Republicans,

September 1-4 in Minneapolis/St. Paul, Minnesota.

WEAC members.

The 2008 presidential election is our opportunity to elect a president who supports the belief that great schools benefit everyone. Combine that with the possibility of expanding pro-education majorities in Congress, and we have a real chance to get things done for education in the coming years. We can bring desperately needed changes to the "No Child Left Behind" law and advance other pro-education initiatives.

Serving as a delegate to a national convention is a great way to be a part of history and promote an agenda that says great schools benefit everyone. WEAC encourages members to think seriously about this opportunity and let us know if you have any questions.

If you want to run to become a delegate, please let Guy Costello, WEAC Vice President, know as soon as possible. Please contact him at 1-800-362-8034, Extension 336 or costello@weac.org.

To become a delegate candidate, you will need to submit a Statement of Candidacy and Pledge of Support (to the candidate) to the Democratic Party office. Those forms should be available from the party on January 8. We strongly recommend that you **WAIT** to turn in the forms until it becomes more clear which candidates will win delegates in Wisconsin. That way, you will avoid the situation of having selected a candidate who may not receive any delegates. **We suggest that you turn in the forms no later than March 28.**

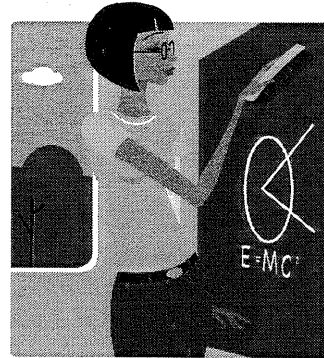
If you are interested in becoming a delegate to the Republican National Convention, please contact Guy Costello at 1-800-362-8034, Extension 336 or costello@weac.org. You may also reach the state Republican Party directly at (608) 257-4765.

This is an 11.29 communication with WEAC members,
Federal Statute CFR 100.8 (b) (4).

110 State Teachers Earn National Board Certification in 2007

Teaching quality in Wisconsin classrooms made a substantial gain in 2007 with 110 state teachers achieving National Board Certification, according to the National Board for Professional Teaching Standards (NBPTS).

Wisconsin ranked 16th nationwide in the number of new National Board Certified Teachers (NBCTs) and ranks 19th in the total number of teachers who achieved certification over time (515). All but two of the new certified teachers are



"WEAC is very proud of our members who have gone through the demanding process that leads to National Board Certification," said WEAC President Mary Bell. "It takes extreme dedication, hard work, and talent. Ultimately, this is all about doing everything we can to help children succeed, and Wisconsin's teachers continue to demonstrate that they are

deeply committed to that goal."

WEAC supports members pursuing certification with grants for workshop sessions, costs associated with those sessions, and/or stipends for facilitators of the sessions.

The state's nationally certified teachers are eligible to apply to become master educators under Wisconsin's teacher licensing law known as PI 34. That is the highest level of Wisconsin's three-tiered certification program. They can receive up to \$2,000 to reimburse costs associated with earning national certification. Additionally, they receive nine annual stipends of \$2,500 if they remain employed as teachers.

Wisconsin teachers who earned National Board Certification in 2007 from the UNE UniServ are:

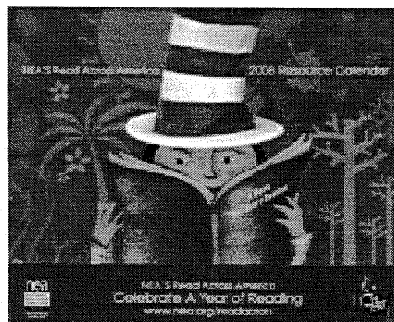
Kathleen Block
Clintonville School District

Patti De Villers
West De Pere School District

Sheila Kohl
West De Pere School District

Congratulations on earning your National Board Certification.

Read Across America



Plan early for NEA's Read Across America celebration on March 3, 2008. Free bookmarks and stickers 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.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>	
January	28	5:00 p.m.	UNEPAC	UniServ Office
January	28	6:00 p.m.	Bayland/UNE Legislative Com. Mtg.	UniServ Office
February	2	8:30 a.m. — 2:30 p.m.	Student/Employee Rights & Responsibilities	UniServ Office
February	7-8		Professional Staff Meeting	Madison
February	13	6:00 p.m.	UNE Board Meeting	UniServ Office
February	18	5:30 p.m.	Bayland/UNE IPD Com. Mtg.	UniServ Office
February	19	6:00 p.m.	Bay Negotiators	UniServ Office
February	20	5:30 p.m.	M&O Meeting	Holiday Inn, Kelly Lake
March	8		PDP Writing Workshop	UniServ Office
March	10	5:30 p.m.	Dinner with the Legislators	Comfort Suites, Green Bay

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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.

Districts Limit 403(b) Providers

What Does it Mean to You?

As a Wisconsin public school employee, you can save for retirement with a 403(b) (sometimes referred to as a tax-sheltered annuity or TSA). A 403(b) is a great way to add to your nest egg and fill any retirement income needs not met by your Wisconsin Retirement System pension and Social Security benefits.

New Regs Impact Choice

The IRS recently overhauled its 403(b) regulations. To meet new requirements, districts are apt to significantly reduce the number of providers they make available to their employees. This allows districts to clean up their provider lists and eliminate plans that are not in the best interest of employees. Fewer choices can make it easier to enroll, as studies show that too many options can be confusing.

You may have already received notice from your district announcing the selected vendors. If your current 403(b) provider is not on the approved list, you will need to choose another provider.

How to Choose

Whether you are looking for a new provider or just getting started with a TSA, ask questions. The stakes are high—this is your financial future we're talking about—you need to know what's inside your 403(b) plan. Start by reading Bob Moeller's article titled "What to Look Out for with a TSA" from the October 2007 issue of *OnWEAC in Print* (also available at weac.org).

Moeller provides a list of 10 questions to ask any 403(b) provider before you buy. And don't forget to compare answers from commercial providers to your *union-created 403(b) plan* offered through WEA Trust Member Benefits—WEA TSA Trust answers can be found at weabenefits.com. Click the **Retirement** tab, then **Why choose us?** under **TSA** in the left-hand navigation.

Your Nationally Recognized 403(b) Program

The TSA offered by WEA Trust Member Benefits was created by WEAC in 1978 to provide members with low-cost alternatives to other commercial offerings. Participants can choose from 21 mutual funds, including one-decision target retirement funds, and a guaranteed investment option. All selected funds are screened to meet strict criteria for expenses and performance.

This program has been nationally recognized as a model 403(b) plan for public school employees. *Forbes magazine* and the *Los Angeles Times* praise the WEA TSA Trust for offering a "soundly managed, low-fee program."

If you have any questions about the WEA TSA Trust program, call their toll-free number at 1-800-279-4030.