

Magnifier

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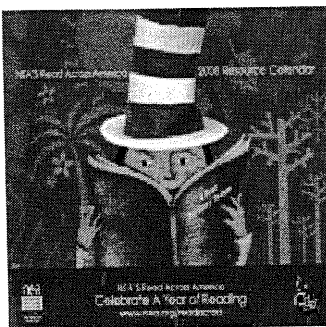
Dinner with the Legislators

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.

Read Across America



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

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.

How Cold Is Too Cold?

With the return of winter to our fair cities, temperatures have and will continue to plunge to freezing levels. When schools and other large buildings experience several days of sub-zero temperatures, heating systems strain to keep rooms warm. Classrooms frequently feel too cold. What can be done? Wisconsin Administrative Code, Chapter 64, states that "[T]he heating system shall be designed to maintain a temperature of not less than. . . **67 degrees Fahrenheit for classrooms and offices in schools and other places of instruction.**"

Staff who experience heating problems in District classrooms or offices should immediately contact their building administrator and custodian for assistance. Whether the heating systems are insufficient, improperly installed, or simply old cannot excuse schools/offices being too cold. The cost of energy is of concern to us all, like every school district in Wisconsin is experiencing financial problems because of the state-imposed revenue controls. Surely these impact funds for heating fuel, so energy must be used wisely. However, students and staff are entitled to a proper learning and working environment. **Let's hope this is one more reminder for Governor Doyle to return control of schools to local school boards, by doing away with the revenue controls.**

Members seeking the Union's assistance should contact the **UNE office** and **Speak with your UniServ Director.**

MTI Prevails in Significant Employee Rights Lawsuit



Wisconsin Employment Relations Commission Hearing Examiner, Raleigh Jones, sustained MTI's Prohibited Practice Complaint (violation of Wisconsin Statute 111.70) filed on behalf of a teacher. MTI filed the complaint because the District denied the teacher Union representation in a meeting during which a principal discussed and, in fact, issued a letter of discipline.

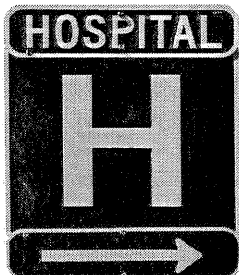
The principal had told the teacher and the teacher's Union representative that she would only be discussing "routine teacher stuff" so there was no need for Union representation. The Hearing Examiner also found that the principal misled the Union with her statement.

The Commission's decision expands rights of Wisconsin public employees by requiring employers to tell employees that they have a right to Union representation in such meetings. If the employee wants a Union representative present, such meetings cannot continue until a Union representative can be present.

The teacher was presented by MTI Attorney Linda Harfst, Cullen Weston Pines & Bach, and MTI Executive Director, John Matthews.

Mayo Clinic/Mayo Health System

The Trust is pleased to announce that as of January 1, 2008, Mayo Clinic/Mayo Health System has joined WEA Trust's Preferred Provider Plan Network.



This means that any covered medical services you obtain at specific Mayo Clinic/Mayo Health System locations will be paid at the maximum reimbursement available under your Trust health plan, less any deductible, coinsurance, and co-payment amounts.

What We Believe About Great Schools

Robin Doell is a kindergarten and first grade instructional aide and volleyball coach from Pulaski who has worked with hundreds of students at Glenbrook Elementary School, is active in her community, and is becoming a more recognized face.



Robin has offered her likeness and her words, as have more than 100 educators, parents, students, business leaders, and community members, to an effort to initiate discussions about Wisconsin's great

schools. They are featured on billboards, and in TV commercials, magazine ads, newspaper ads, websites, and other venues, and they volunteered to come forward and talk about what they believe in.

"I believe students deserve individualized attention, and that is why class size is so important," Robin says. "I believe I help students become lifelong learners who contribute to our communities," is one of Robin's quotes that you will be seeing in print.

Thank you, Robin, for taking part in this campaign to get the word out about Wisconsin's great schools.

Are You a Cooperating Teacher?

Help your practicum student or student teacher take his/her first step into his or her professional career. . .

Share with your future colleagues the benefits of joining Student WEA for less than \$35* . . .

- Personal Liability Insurance (\$1,000,000) while student teaching in your classroom (the same that YOU have!).
- Online Mini-Resumé Service for finding a job.
- Rebate off of NEA dues as a first year teacher.
- NEA Teacher Toolkit Access (Free!).

- 📖 Access to Student WEA and WEAC Conferences, including WEAC Winter Academy.
- 📖 OnWEAC Savers Club Card for discounts nationwide.
- 📖 And membership to your Statewide Professional Association.

And encourage them to join!

Online membership sign-up at www.weac.org/Student-WEA. Join online and get a free subscription to "Instructor" Magazine.

*State and National dues are \$26. Local chapter fees vary.

Contract Settlement Corner



The **Oconto Cooks and Custodians** ratified a 2007-09 agreement. As part of the agreement, the unit switched to the WEA Trust Preferred Provider health plan on January 1, 2008. Wages will increase 6.5% per cell in 2007-08 and at least 2.0% in 2008-09,

depending on insurance increases for that year. Also included were a \$0.25 per hour shift differential for second shift positions starting at 2:30 p.m. and modifications to the seniority language.

The **Suring EA and ESP** both settled contracts for 2007-09 that involved switching to the WEA Trust Preferred Provider health plan on January 1, 2008. The support staff unit also made changes to the grievance procedure timelines, school closings and pay for unused sick leave days. ESP wages will increase \$0.70 in 2007-08 and \$0.70 in 2008-09. The teachers added mentoring language and pay to the contract and will receive total wage and benefits increases of 4.2% in each of the two years.

The **Oconto Paraprofessional** unit has a new 2007-09 contract. The settlement includes moving to the WEA Trust Preferred Provider health plan as of January 1, 2008. Wages will increase 4.25% each year, with one classification receiving additional wage adjustments. Changes were made to the seniority and personal day language, and dental benefits were enhanced.

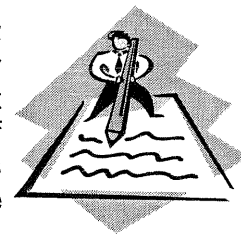
The **De Pere ESP** recently ratified a contract for 2007-09. Included in the settlement were revisions to overtime provisions, the addition of three classifications, the deletion of a classification from the

salary schedule and wage increases of \$0.40 on July 1, 2008 and 3.25% on July 1, 2009. There were no insurance changes.

The **Gillett Council of Auxiliary Personnel** also settled a contract for 2007-09. As part of the agreement the unit switched to the WEA Trust Preferred Provider health plan on February 1, 2008. Wages will increase \$0.55 on July 1, 2008 and July 1, 2009.

Contract Self-Renewal

A teacher who did not receive a preliminary notice of consideration of nonrenewal by February 28 cannot be nonrenewed. Almost all of the UNE collective bargaining agreements contain a layoff provision and clear timelines for layoffs. If your labor agreement does not contain timelines for the layoff process, the timelines contained in Wisconsin Statute 118.22 apply to layoffs.



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.

UniServ Activity Calendar

<u>Date</u>	<u>Time</u>	<u>Event</u>	<u>Place</u>	
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	8:30 a.m.-12:00 p.m. & 12:30-4:00 p.m.	PDP Writing Workshop	UniServ Office
March	10	5:30 p.m.	Dinner with the Legislators	Comfort Suites, Green Bay
March	12	6:00 p.m.	UNE Board Meeting	UniServ Office
March	14		Northeastern WI Education Association Conference	Green Bay
March	17	5:30 p.m.	Bayland/UNE IPD Meeting	UniServ Office
March	21		Holiday—Office Will Be Closed	

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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.

Student/Employee Rights and Responsibilities a Success

On Saturday, February 2, 2008, by 8:15 in the morning, the Bayland Educators/UNE Boardroom was filling up. Even swirling snow and wind did not keep 26 support staff members from coming in from Southern Door to Suring and all points in between. The reason for the early morning arrival was to participate in a workshop entitled *Student/Employee Rights and Responsibilities*, taught by Joanne Huston from WEAC's Legal Department.

This course, offered through the WEAC Professional Development Academy (PDA), is one of an entire series of offerings that support staff members may participate in to work toward a PDA certificate. These courses are available at Summer Academy, Winter Conference, and through individual UniSers. This is the first time that BE/UNE has offered this type of training and by all indications it was a great success.



This offering, *Student/Employee Rights and Responsibilities*, focused on the legal side of many issues that impact support staff professionals daily in their jobs. The session included an overview of special education laws, employee's rights to student information, legal limits and expectations when working with dangerous and disabled students, reporting of child abuse and neglect, and medical issues. And, although each topic stirred up conversation among the participants, medical issues was the topic that seemed to draw out the most discussion.

At the conclusion of the workshop, members had an opportunity to rate the workshop. Overwhelmingly, they rated the quality, content, instructor, format, and materials very high. Based on the positive comments and high turnout, chances are there will be another offering here at BE/UNE in the future.