



Wauwatosa Education Association

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As you digest the information you have received from both the Board and the Wauwatosa Education Association, we ask you to consider the following:

- A. The Wauwatosa Education Association was willing to accept the Board's 4.25% package offer in July 2008. The Board rejected that offer and wanted still more concessions.
- B. The breakdown at the table is not about a single contract for the 2007-2009 time frame. It is about the continuing trend of deteriorating wages, benefits and working conditions in one of the wealthiest school districts in the state. (source: Department of Public Instruction)
- C. The Wauwatosa Education Association's efforts to reverse this trend over the course of at least the last 10 years has been consistently met with the Board response of "We're not interested" or comments such as let's get this contract done and work on it next time. Now is the time. The future of the District depends on it. (See Metro Milwaukee School District Comparables)

We would like to see this District return to the days of being a "Destination District" instead of being a stepping stone for our teachers to move to other school districts.

On Behalf of the Association,

A handwritten signature in black ink that reads "Debbie Brent". The signature is fluid and cursive.

Debbie Brent, President

moving on to new districts: a comparison

Teacher A

Wauwatosa

Position: Library Media Specialist

Years invested: 12

Tosa Salary Schedule: Step 8, MA+15

Tosa Salary: \$47,000

New School District

Position: Library Media Specialist

New Salary Schedule: Step 13, MA+15

New Salary: \$67,000

Health Insurance: Teachers pay 3% of premium with \$200 family deductible and no co-pays; \$8-\$20 drug payment

Benefits: I have a para-professional aide seven hours a day.

Reaction: In Tosa I was in the "black hole" of the salary schedule. I felt like I'd never get to the far end of the schedule. Now I'm almost there.

Unanticipated benefits:

Everyone I've dealt with greeted me warmly. They treated me as though they were lucky to have me. I felt valued. When people are treated well, they're happy and productive.

Observation: This district has a rigorous hiring system. I feel I was lucky to get this position.

Teacher B

Wauwatosa

Position: Science teacher

Years invested: 2

Tosa Salary Schedule: Step 2, MA

Tosa Salary: \$37,000

New School District

Position: Science Teacher

New Salary Schedule: Step 27, MA

New Salary: \$37,000

Health Insurance: I take the "in lieu of" option, which is \$6,000 a year.

Benefits: We get tuition assistance.

Reaction: Within 10 years I'll be making \$6,000 more than I would if I had stayed in Tosa.

Unanticipated benefits: Every classroom in the school has a Smart Board and video projector. Every teacher gets his own laptop to use. When teachers have orientation or software training, they are

paid for it.

Observation: Working conditions are much better than in Tosa. The superintendent works well with the teachers. Teachers are given professional working hours; that is, they only have to be in school during actual class time, not during planning periods.

Teacher C

Wauwatosa

Position: Library Media Specialist

Years invested: 18

Tosa Salary Schedule: Step 17, MA+30

Tosa Salary: \$60,000

New School District

Position: Library Media Specialist

New Salary: \$72,000

Health Insurance: Teachers pay 3% of premium with \$200 family deductible and no co-pays; \$8-\$20 drug payment

Benefits: I have a para-professional aide seven hours a day.

Reaction: Everyone in my

new district has been so friendly and welcoming. I felt wanted and valued immediately. It was such a pleasure to deal with the Human Resource Department. They didn't exhibit an us versus-them attitude there.

Unanticipated benefits: New teachers in the district are provided with two mentors. We must attend a series of classes with our mentors

to help us become better teachers and to familiarize ourselves with the district. We receive curriculum pay to attend these classes. They really invest in their people.

Observation: In Tosa so much energy goes into the constant fight to gain respect. It's so mentally and physically draining, and I believe it does have an adverse effect on one's ability to teach.

Teacher D

Wauwatosa

Position: Social Studies Teacher

Years invested: 12

Tosa Salary Schedule: Step B, MA+30

Tosa Salary: \$48,900

New School District

Position: Social Studies Teacher

New Salary: \$78,500

Health Insurance: I take the "in lieu of" option, which is \$5,000 a year.

Benefits: There's lots of room for professional de-

velopment here in this new district.

Reaction: With two kids in day care, financial considerations motivated me to look in other districts. I wasn't so much drawn to this new district as I was driven out of Tosa financially.

Unanticipated benefits: Students are great wherever you go.

Observation: I miss being in Tosa for many reasons, particularly the faculty. But I wasn't being adequately compensated for the education I had. I see this as the start of a major bleed-out for Tosa.