

# WEA PRIDE

Wauwatosa Professionals  
Making a Difference

Wauwatosa Education Association 13835 W. Burleigh Rd. Brookfield, WI 53005 Spring 2009 Vol. 6 No. 3

## Negotiations begin with ground rules, discussion of initial proposals

by • Neal Storey

Now that the QEO has become fact, the district and the association have begun the negotiation process again. In appearance, the teams are much different.

On the district side, gone are the administrators and joining their team at the table are Dr. Ertl, Terri Cox, board members Ann Fee and Lois Weber, business manager John Mack and the returning negotiator for the district, Bill Bracken.

The association's team consists of Keith Hartmann, Deb Sellers and Jeff Hansher, with Steve Oliver and

Neal Storey as co-chairs. Uniserv director Sandy Nass serves as our chief adviser.

The first meeting in April was planned as an opportunity to introduce the teams, discuss rules and practices for negotiation and exchange initial proposals. Although the meeting was open to

all, only a few association members attended. Several other future dates were set at this meeting for additional negotiations.

To aid your team in negotiations, there are several committees that will be gathering information and other data necessary to address issues brought forth in the survey earlier this year. Please feel free to contact any member if you have questions or would just like to make a comment.

As far as proposals, the District is once again stressing its desire to have all District employees

under one insurance plan, the same plan that was proposed prior to the QEO. Under this option, out of pocket expenses for the members will increase substantially by way of increased co-pays, deductibles and maximum out-of-pocket limits.

Your team has proposed to maintain the status quo on medical coverage. The District has proposed a 10 percent contribution up from the current 2 percent, but



Steve Oliver and Neal Storey are co-chief negotiators.

amount would decrease to 5 percent if the insured participates in a district-sponsored wellness program. Your team has proposed that the contribution remain at 2 percent.

The district has proposed some changes to the early retirement language and health care for retirees, and your team has proposed to maintain those benefits.

The district and the association have agreed to jointly look at revising the salary schedule. Our schedule is in need of modernization to make it more competitive with other districts in our area. This committee will be meeting soon and we will make every effort to keep you informed.

Finally, your team will be emailing the membership updates as negotiations continue. We will be using the same format as last year.

“ Our schedule is in need of modernization to make it more competitive with other districts in our area.

— Neal Storey,  
WEA co-chief negotiator

### WEA Team

**Neal Storey**  
West High  
**Steve Oliver**  
West High  
**Jeff Hansher**  
Jefferson  
**Keith Hartmann**  
Longfellow  
**Deb Sellers**  
Underwood

### Proposals

To view the initial proposal comparisons, go to the West Suburban Council website, click on the WEA link at the left and you can find the comparison chart.

## Inside the Pride

### 2 Your Dues Money

Take a look at the National Education Association budget to see how your dues money is being spent. A budget is a good indicator of an organization's priorities.

### 3 WEA Awards: Friend of Ed, Scholarships

The Wauwatosa Education Association demonstrates its values by recognizing non-WEA staff and volunteers in Wauwatosa Schools with Friend of Education Awards and by granting scholarships to Wauwatosa seniors who plan to become teachers.

### 4 We're proud of...

Six Underwood teachers receive an award for collaboration from the Wisconsin Council for Exceptional Children.

### 5 Long-Range Action Team

Wauwatosa teachers are showing that they go the extra mile – in the community and in the classroom.

### 6 WEAC Events and Services

Read about WEAC Summer Academy, retirement planning and changes in the Military Leave Act.



## Your Money • NEA dues - \$158 in 08-09

# NEA budgets for educational research, legislative initiatives, legal support, leadership development

The mission of the National Education Association “is to advocate for education professionals and to unite its members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.” (www.nea.org)

The NEA-RA adopts the budget each July. The budget is

prepared by the chief financial officer who has a staff of seven employees. The budget is based on NEA initiatives, committee needs, NEA-RA resolutions and operational needs.

The Financial Management Services team includes several committees with diverse interests. The team is responsible for the receipt, record and disbursement of NEA General Funds.

### Teaching & Learning: 4.5%

NEA advocates for qualified teachers in every classroom, improved learning conditions, increased graduation rates – all through teacher preparation, certification, development, working conditions that improve health care, retirement security, ethnic community outreach and research on testing and accountability. NEA also supports ESL policies and best practices and programs.

### Legal Support: 10.6%

This includes advocacy programs for members, like Unified Legal Services Program, Association of Professional Liability insurance and a \$1 million per member Educators Employment Liability insurance program.

### State Support: 33%

NEA supports the UniServ program, affiliate projects and assistance grants, and bargaining training. Research emphasizes increased salaries and benefits. This funding also helps recruit and retain members and produces communication for members and leaders.

### Contingency: 0.7%

This provides funding for emergencies at the national, state or local levels.

### Governance 4.6%

This segment of the budget fosters members’ participation and decision-making through the NEA-RA, NEA Board, NEA Executive Committee and NEA committees and task forces.



### Legislation: 10.6%

This includes lobbying, government relations, state ballot initiatives and legislative crisis fund, cyber lobbyists, members’ education and mobilization on political issues.

### Partnerships & PR: 9.8%

NEA strengthens and establishes partnerships with an emphasis on outreach to ethnic minority communities and family-community organizations. PR includes TV, radio, print and cyber news.

### Leadership Development: 3%

This budget area provides for regional leadership conferences, minority and women’s leadership training, constituent group leadership development, support for councils, including NEA-Retired and the NEA student program.

### Administration: 22%

These funds provide for the business operations, including technology infrastructure, financial services, facilities services and human resources.



# WEA Awards • Friend of Ed, Scholarships

## Association honors 17 Friends of Education this year

Educators know they can't do their job without the help of others. Parents, community members, office and custodial staff, you name it: they all play a part in children's education.

To acknowledge these Friends of Education, the Wauwatosa Education Association

honored 17 recipients Tuesday, April 21, at West High School.

"A lot of times people put forth a lot of effort that is not recognized," co-chair Carleen Ranfranz said. People at individual schools may express their gratitude, but there isn't anything more public and official.

"I have heard from Many of the recipients," Ranfranz said, "that it's just such an honor to have received this award and be recognized for what they do for the children of this community and this school district." [At right: one of the thank you notes received this year]

"This year's Friend of Education event was well attended by many individuals from every building," co-chair Katie Wilkes said. "All the recipients were there with their families. It was really great to see everyone enjoying themselves and socializing before and after the event."

WEA's Friend of Education Awards began in 1984 under the direction of Public Relations chair Tom Zigan. He wanted to recognize the great things being done by non-staff members for our schools.



You Tube  
video  
Click here  
for Carleen's  
comments on  
the event.

Katie Wilkes and Carleen Ranfranz co-chair the Friend of Education Awards.

### Friend of Education 2009 Recipients

|                   |  |
|-------------------|--|
| East              | Anne Urban                                       |
| West              | Mark Young                                       |
| Longfellow        | Joe & Nola Devereaux                             |
| Whitman           | Joan Synder                                      |
| Eisenhower        | Barb Forbes                                      |
| Jefferson         | Scott Manske<br>& Laura Browne                   |
| Lincoln           | Heather Meaux                                    |
| Mckinley          | Juli Jensen                                      |
| Madison           | Beth Dennik                                      |
| Roosevelt         | Mike Sweeney                                     |
| Underwood         | Stacie Clough                                    |
| Washington        | Kelly Balcerowski                                |
| Wilson            | Kathy Jokisch                                    |
| Detention Center  | Ron Tusler: Marquette<br>University Law Students |
| Plank Road School | Kathy Hinkle                                     |

Thank you very much for the Friend of Education award that the WEA presented me on Tuesday.

The ceremony was very nice and I am humbled by my receipt of the award. The dedication over many years of the other recipients was very impressive. That effort is a compliment to the staff of the Wauwatosa schools. People don't continue to volunteer unless they are welcomed and valued. Obviously, that attitude permeates the Tosa District. I know that it "fills" Roosevelt Elementary.

Appreciatively,  
Mike Sweeney

## WEA awards future teacher scholarships

WEA President Debbie Brent announced the selection of four winners of the WEA Future Teacher Scholarships.

East High's Mary Buckingham and Joe Wirtz and West High's Markie Anderson and Brittany Gross will each receive \$1,000 for college next fall.

The scholarship selection team, headed by Kristin Susedik, was impressed by the caliber of students who are going into the field of education.

The recipients will be recognized at their school's award ceremony with WEA president Debbie Brent presenting the awards.

Congratulations to all four recipients and the best to each of them in realizing their dreams of becoming a teacher!

### East High



Mary Buckingham

**College:**  
Maryland Institute, College of Art

**Wants to teach:**  
K-12 art

**Biggest influence:**  
Teachers in East art department

**Quote:**  
"If I, as a teacher, could have a fraction of the impact on a student that these passionate and dedicated people have had on me, all the hard work would be justified."



Joe Wirtz

**College:**  
UW-Whitewater or Ripon College

**Wants to teach:**  
High school math

**Biggest influence:**  
Mr. Garski and Mr. Ryan

**Quote:**  
"I love to teach. It is one of the things that gives me a great sense of giving back to others."

### West High



Markie Anderson

**College:**  
UW-Madison

**Wants to teach:**  
Elementary school

**Biggest influence:**  
First grade teacher

**Quote:**  
"My dream is to be a teacher in the inner city and help kids have a better chance of success."



Brittany Gross

**College:**  
UW-Whitewater or Drake University

**Wants to teach:**  
High school history

**Biggest influence:**  
Paul Thusius and Chad Mateske

**Quote:**  
"I feel the best way to influence a child to be all they can be and to work hard is to be a teacher."

## We're proud of Underwood Collaborators



The multi-disciplinary team lines up in front of a mural at Underwood Elementary School: Kathy Sicula, third grade teacher; Andrea Powers, fourth grade teacher; Kathy Miller, occupational therapist; Susan Marion, special education teacher; Linda Blotz, speech pathologist; and Sue Norstrom, second grade teacher. This team received the June Hartenthaler Award for Team Collaboration from the Wisconsin Council for Exceptional Children on May 13.

## Team from Underwood recognized for collaboration

The Wisconsin Council for Exceptional Children selects one recipient a year for the June Hartenthaler Team Collaboration Award for teachers and staff who work with special education students. This year a multi-disciplinary team from Underwood School won this award. [See names in caption under the photo.]

They were nominated by Janice Rush, an autism support specialist in Wauwatosa, who had observed the team first hand during the year.

In her nomination, Rush noted that this team works with students who have significant disabilities, including autism spectrum disorders, cognitive disabilities, seizure disorders and more.

“They have spent countless hours collaborating with one another,” Rush said, “working to ensure that all students are members of the general education class and that all students’ emotional and education needs are met.”

Team collaboration isn’t a one-shot deal, speech pathologist Linda Blotz explained. All of them shared responsibility throughout the year to help students meet their individual goals.

“Collaboration is an ongoing process,” special education teacher Susan Marion emphasized. “It’s a way of teaching and not something that is started or stopped.

“We share in the decision making process for each student and write IEP goals together so they build on one another. We work as a team and support each other so we can help students reach their highest potential,” Marion said.

One of the exceptional qualities of this team is the breadth of their collaboration. It’s not just the special education teacher working with the classroom teacher. Other specialists participate in the collaboration process.

Occupational therapist Kathy Miller said her part in the collaboration involved

work with specific students from her caseload who needed adaptations of materials or the environment. Miller could “provide learning strategies that assisted students to participate within their educational program.”

The grade level classroom teachers acknowledged their reliance on the other members of the team.

“We appreciate their support so kids can do activities with the rest of the class that might have been difficult or impossible for them to accomplish,” said Kathy Sicula, third grade teacher. “We work on everything together.”

One of the keys to this team’s success was their willingness to work with one another, even when it wasn’t convenient.

“It can be difficult to find time for collaboration in our daily schedules. But a good team makes time for collaboration

**Continued on page 5**

## Long Range Action Team • Food Drive

# Teachers donate hours to schools, food to local pantry

by • patty chapman

Wauwatosa teachers are showing that they go the extra mile – in the community and in the classroom. The teachers donated to a local food pantry while at the same time drawing attention to the many extra hours they devote to their jobs.

The teachers took more than 800 food items to the Board of Education meeting April 6. The food items were donated to Tosa Cares Food Pantry. Tosa Cares Coordinator Linda Ertel said she sees firsthand how teachers care for the Wauwatosa community, especially those in need.

A recent survey of Wauwatosa teachers showed that they worked more than 2,000 hours beyond what their contract calls for – in one week. Teachers purchased food items for every 15, 30 or 60 minutes of time spent



**Patty Chapman and Beth Storey co-chair the Long Range Action Team.**

beyond contract hours. Due to the poor economic times and no contract, teachers contributed what they felt they could afford.

The Wauwatosa teachers want the school board to understand how dedicated they are to their jobs. They hope the school board will be

just as dedicated to them during negotiations for the upcoming contract. Many teachers feel they give more to the district than they receive.

### Future Committee Plans

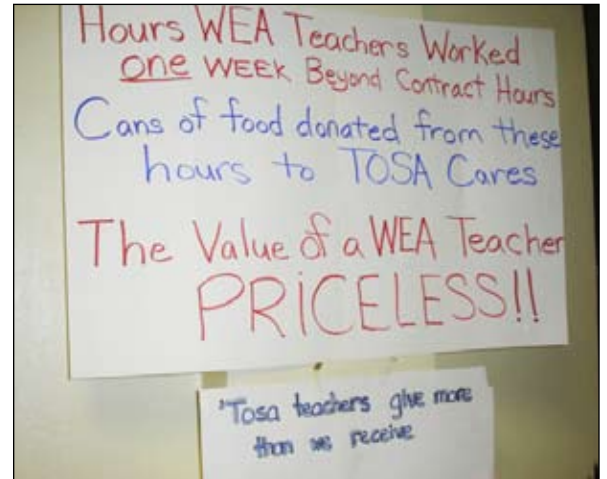
The Long Range Planning/Action Committee will continue to build community relations throughout the year. Our goal is to make connections with parents, and local business to benefit the Wauwatosa School District.

We hope that our members will be able to work side by side with the community in supporting the Wauwatosa School District. One possible event could be a Bowl A Thon to raise money to purchase school supplies for needy families.

We are open to ideas that will benefit both the business community and the school district. Further discussion on job actions will depend on the progress of contract negotiations.



**The food items are piled up outside the School Board meeting room. Donations were collected by WEA members at seven schools.**



**This sign posted at the School Board meeting highlights the connection between the donated food and the hours teachers work beyond contract.**

## Collaborators put theory into practice

*Continued from p. 4*

whenever a student needs help,” Blotz emphasized.

Marion reiterated their purpose. “We collaborate because we know it is the best way we can serve our students.”

“As a team, we share the responsibility for all aspects of students’ IEP’s – academics, language skills, fine and gross motor skills, etc. We build time to practice mul-

ti-ple IEP goals into lessons so therapy skills are not in isolation of academics or vice versa. This not only allows students to have extra practice but helps to generalize new knowledge and skills across a variety of environments,” Marion said.

Studies have demonstrated this for years, but the reality is that not everyone has the opportunity to be part of such a team. The Underwood team has made theory a reality.

## We’re proud of...YOU!

We want to honor you and/or your colleagues. If you know of anyone’s accomplishments, awards, etc., including your own, that we should know about, e-mail Linda Barrington at lbarrington@wi.rr.com. The PRIDE would like to honor people in each issue. The next issue will be published in the fall.

## Market turmoil complicates retirement planning *Careful planning is more critical than ever*

The year 2008 will go down in history as one of the most difficult for financial markets. Stocks, bonds, money market funds—investments of all types were affected in ways that will resonate for months and possibly years to come.

For those of you who are considering retirement, recent market turmoil has complicated the planning process and added considerable uncertainty.

Can I still retire on schedule? If not, what do I have to do to get back on track toward a financially secure retirement? Are my investments properly positioned to help me through these uncertain times? Will I need to go back to work to make ends meet?

Careful preparation can help ensure that

you remain financially secure. Wisconsin public school employees and members of WEAC-Retired are eligible to receive a Retirement Income Analysis offered by WEA Trust Member Benefits. This fee-based service can provide you with:

- Knowledge of whether you are on track to meet your goals.
- Suggested adjustments to meet your goals.
- Your Wisconsin Retirement System estimate.
- Your Social Security estimate.
- A retirement distribution and cash flow analysis.
- A tax analysis to help you anticipate your future income tax liability.

This service is provided by CERTIFIED FINANCIAL PLANNERS™ who:

- Understand retirement benefits available to public school employees.
- Are experts in coordinating those benefits.
- Have your needs and best interest in mind.

Call our Retirement Income Consultants at 1-800-279-4030, Ext. 2513 or 6967. Michelle or Rob can help you evaluate whether this service is appropriate for you.

**This Member Benefits service is fee-based**, with no product sales or commissions attached.

Investment advisory services are offered through WEA Financial Advisors, Inc.

## Congress changes Military Leave Act

Recently, Congress enacted changes to the federal Family and Medical Leave Act creating two new types of leave for family of servicemembers.

If you have a spouse, parent or child who has been called up to active duty (does not apply to career military personnel) you may be eligible to use federal Family & Medical leave for exigent circumstances related to your family member's leaving.

The law defines eight different types of exigent circumstances covering a variety of activities and personal obligations.

The federal Family and Medical Leave Act also now provides 26 weeks of leave to the spouse, child, parent or next of kin of a servicemember (including career military) to care for the servicemember if he/she has a serious injury or illness incurred in the line of duty.

More information about these leaves is available online at:

<http://www.dol.gov/esa/whd/regs/compliance/whdfs28a.pdf>

<http://www.dol.gov/esa/whd/fmla/finalrule/Military-FAQs.pdf>

## 'Uniting for Action' serves as theme for WEAC Summer Academy

WEAC is holding its Summer Academy in LaCrosse, July 26-29.

Sessions run from Monday morning to Wednesday noon. Lodging is available at area hotels. See the WEAC website for special rates at certain hotels.

When you register, you sign up for a specific training session. The website gives details of the session and tells who the session would be appropriate for.

### Session Choices

- Bargaining A-Z
- Contract Enforcement – Basic and Advanced
- Bargain Group Benefits
- Emerging Voices
- Activities and Advocacy: Uniting Members for Action
- Local Leadership Development
- NBPTS Candidate Preparation
- NBPTS Facilitators Institute
- WEAC Licensure Support Toolkit Training
- ESP Professional Growth
- Creating a Campaign Success

### FAST FACTS

**Registration** includes course materials and provided meals.

**Tuesday special events** are optional and not included in registration cost.

**Cost:** \$100 until June 30  
\$150 after June 30

**Four-member teams** will get one free registration (four for the price of three).

Online registration is at the WEAC website. Click the Summer Academy link under Quick Links. Online registration accepts Visa and MasterCard payments.

You may also print out the form and mail it or FAX it to WEAC. For more information, check the website.

Note that meals are included in the registration fee. They include three breakfasts, three lunches, one dinner, and all breaks. The cost of a "meal only" package for guests of registered participants is \$175.

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