



From the President

Beth Ludeman

On behalf of the Executive Board of the West Allis-West Milwaukee Education Association, I'd like to begin by simultaneously welcoming our new members to the District (and, by extension, our local union) and welcoming *back* our returning colleagues, hoping that you all had a restful and refreshing summer. While there are sure to be challenges this school year that we all face, personally and professionally, individually and collectively, it is the unity we have with one another that bolsters our ability to meet and exceed the challenges placed before us. In these first months as your president, I have taken part in District and Association events that have affirmed that conviction.

With the 2004-05 school year completed, the Sally Ride Academy held at West Milwaukee Middle School in June hosted hundreds of teachers in the advancement of their professional development; a majority of those participants were WA-WMEA members. While many were working toward the accumulation of District Units and/or university credit, numerous teachers were attending strictly out of interest and the professionalism for which West Allis-West Milwaukee educators are renowned.

Along with WA-WMEA Vice President Jill Miller, West Suburban Council President Linda Zieffle, and WA-WMEA Membership Chair Michelle Knaflic (see Michelle's and Jill's report in this newsletter), I was proud and honored to represent our local to the National Education Association's Annual Meeting and Representative Assembly in Los Angeles, July 1-6. In future editions of *The Word*, we will give expanded coverage to the issues tackled

at this year's "RA", and they are, by-and-large, encapsulated by the *Six Point Covenant to Strengthen Public Education* as articulated by NEA President Reg Weaver:

- More parental involvement;
- Fixing and funding of the so-called "No Child Left Behind" legislation;
- Better working environments with professional development opportunities for teachers;
- The end of privatization of educational support professional (ESP) jobs;
- Adequate funding; and
- Professional treatment of all educators.

In regard to Wisconsin's unique place among the delegations present at the RA, two other details are worth noting here: for the first time, Wisconsin had 100% of its delegation contribute to the NEA Fund for Children and Public Education. The \$160-per-delegate contribution exceeded the \$150-per-delegate goal set. Secondly, along with the five NEA Directors to the NEA Board and one alternate to which Wisconsin is entitled; and a Wisconsin teacher serving on the NEA Executive Committee, Mark Cebulski; Kenosha education aide Ray Heideman was re-elected as an (Ludeman cont. p.2)

Important Dates !!

- 8/29- Back to Work !
- 9/7- WA-WMEA Exec Bd Mtg, UEP Bldg, 4pm
- 9/12- West Suburban Council (WSC) Bd. of Dir. mtg, UEP Bldg, 4:30 pm
- 9/12- WA-WM Board of Education mtg, Admin. Bldg, 7 pm
- 9/13- District Units Workshop, WA-WM Admin. Bldg, 3:30 pm
- 9/14- WA-WMEA Representative Assembly (RA), UEP Bldg, 4pm
- 9/19- Staff Development Day, NO SCHOOL for students
- 9/20- Labor Mgt. Cooperation Council, Admin. Bldg, 4 pm
- 9/26- WA-WM Board of Education mtg, Admin. Bldg, 7 pm
- 10/5- WA-WMEA Exec Bd mtg, UEP Bldg, 4pm
- 10/10- WA-WM Board of Education mtg, Admin. Bldg., 7 pm
- 10/11- Labor Mgt Cooperation Council, Admin. Bldg., 4 pm
- 10/12- WA-WMEA RA, UEP Bldg, 4 pm
- 10/14- Staff Development Day, NO SCHOOL for students
- 10/19- WSC RA, UEP Bldg., 4:30 pm
- 10/24- WA-WM Board of Education mtg, Admin. Bldg., 7 pm
- 10/26-28 Wisconsin Education Association Council (WEAC) Convention, Milwaukee

(Ludeman cont.) ESP director-at-large to the NEA Board of Directors. To further your own understanding of the advantages which affiliation with the NEA provides, visit the NEA website at www.nea.org. If you have not already done so, please be sure to register for the “members only” portion of the site and while there, check out the benefits of the NEA Teacher Toolkit.

At the end of July through the beginning of August, I accompanied WSC UniServ President Linda Ziefle to the Wisconsin Education Association Council’s Board of Directors Retreat and WEAC’s Summer Academy. Her report elsewhere in this newsletter will apprise you of some of the business undertaken, and you can look forward to Linda’s continued reports in this publication as well as in periodic West Suburban Council newsletters on the business of the WEAC as our representative on the Board. What I would like to report to you, though, is that I am very encouraged by the level of increased involvement by WA-WMEA members in this year’s Academy. I would like to publicly commend those from our local who took the time to attend and had quite a bit of fun in the process (and yes, I can testify to the FUN in which I witnessed them partaking!):

- Nathan Hale High Special Education teacher Penny Huberty;
- Wilson Elementary teacher and Building Representative Christine Wilson;
- West Milw. Middle School science teacher and Public Relations Chair Monique Mistele;
- Administration Building Representative and WSC President Linda Ziefle;
- Central High math teacher and Treasurer Greg Wall;
- Central High social studies teacher and Vice President Jill Miller; and
- Franklin Elementary special education teacher and Negotiations Chair Lynn Herbst.

I hope I didn’t inadvertently leave anyone out! As we move forward through the year, you can look forward to articles from some of these folks detailing their experiences at Summer Academy, but in the meantime, don’t shy away from asking them what made the experience meaningful for them. I’d be willing to wager that each one of them will have an exceptional and entertaining tale to tell. For more insight and information on our state organization, check out www.weac.org, and as with the NEA site, make sure to

take advantage of the “members only” aspect of the website.

The WA-WMEA Executive Board is comprised of dedicated educators within our District who have either been elected or appointed to their position because of their unique qualities and expertise in Association activism. Indeed, there will continue to be changes in the responsibilities of the directors, officers, and chairs to better take advantage of their individual attributes and meet the needs of our ever-changing profession and membership. Each Executive Board member has been diligent in their efforts to support and represent teachers in the West Allis-West Milwaukee District. They have committed to continue providing a high caliber of service to the members of our association, but they cannot do so in isolation. Nearly each school building in our district has a cadre of building representatives who are your “go to” experts; that is to say, if they can not answer your question or concern immediately, they will find a way to resolve it as soon as is possible. But they, too, require assistance. That’s where your union membership comes into sharper focus. The best way to have the most effective association is to get involved! Read and know your contract, first and foremost; but when Executive Board members ask for volunteers for various projects, support them with your participation! When your building reps hold building meetings, attend them and bring your questions and input! Keep in mind that WE —every single one of us— ARE the union – WA-WMEA, WSC, WEAC, NEA. These acronyms bind us together locally, regionally, statewide, and nationally, so that we can continue to provide, as education professionals, Great Public Schools for Every Child. Incidentally, both WSC and WA-WMMEA have their own websites; they are www.wscuniserv.org and www.wawmea.org, respectively.

I look forward to getting to know as many of you as possible during this year as your president. Have a terrific beginning to the academic term with your students. Thanks, “Team WA-WMEA”!



A Report From Your Negotiations Team

Lynn Herbst

As we launch the 2005-06 school year, your Negotiations Team continues the work which began last year—bargaining the terms of the Teachers’ Contract. We have already addressed a number of issues which were brought forth by you at Representative Assembly (RA) meetings, Listening Sessions, and via both phone and email contacts. It was important for us to wait for the final form of the state budget in order to assess the impact of projected cuts, which would have had a disastrous effect on our District. Fortunately, Governor Doyle has continued to do everything in his power to support public education and the children in our state. He restored money to our schools, thereby saving a number of programs and positions which would have certainly been eliminated based on declining enrollment in our District.

Our upcoming bargaining sessions will address the most difficult topics, those related to health insurance, the structure of our salary schedule, wages and benefits, and retirement. All of these issues rely on one thing to sustain them: money. You all know that these have not been easy times for negotiators throughout the state, and the issues that we are working on at the table concern every one of us. Health care costs have risen astronomically during the past ten years, and Wisconsin has some of the highest health insurance costs in the nation. Our insurer, WEA Trust, is a not-for-profit organization which provides health insurance to public school employees and their families throughout the state. They are working with school districts and legislators to address the health care cost crisis and keep costs down, but we still need to recognize that while maintaining our quality health insurance is a priority, it does not come without a price. Additionally, school districts like ours have faced ongoing budget cuts resulting in teacher and ESP lay-offs, increased class sizes, increased teacher workloads, and fewer course offerings. (Herbst cont. p.3)

(Herbst cont.) As a result of the long-term effect of the QEO and revenue controls, teacher starting pay in Wisconsin is currently sixth among the seven contiguous Midwestern states. We are now looking at compressing our salary schedule in order to increase career earnings, a process which began during our last bargain. This is being done as a way to address the fact that teachers hired within the last fifteen years will never realize the salary increases that their colleagues were able to attain over the course of their careers. Previous bargaining teams were also able to negotiate significant early retirement packages, like the one which presently exists in our District. We are facing a time in the very near future when there are more retirees receiving the benefits which they earned during their careers than there are current employees. With the added impact of increased health care costs and increased life expectancy due to medical and technological advancements, we need to review this issue and determine what can be done to address it. All of these topics have serious ramifications for each of us. The top priority for your Negotiations Team will always be to look to areas where we can do the most good for the most people. We do not bargain for individuals, but for the collective whole of which you are all a member.

Your Negotiations Team is comprised of a cross-representation of the educators in our District. For the benefit of those of you who are relatively new teachers, I would like to take this opportunity to tell you about each of them and the experience that they bring to their roles. I am confident in their ability to work together to solve problems during times of adversity.

➤ Kathy Popa is the senior member of our Team, with respect to previous bargaining experience. Joining our District after eight years of practice, she has spent the past twenty-three years as a Physical Therapist. Although her home school is at Irving, she has also been at Pershing, Longfellow, Wilson, Mitchell, Lincoln, Walker, Franklin, Hoover, Madison, Mann, West Milwaukee, Frank Lloyd Wright, Central, and Hale. Kathy's roles in the Association have included serving as President, Membership Chairperson, member of the PR&R Committee, member of the Negotiations Committee, and is presently Communications Director on the Executive Board. She will

also be stepping up to fill a position on the West Suburban Council Board of Directors.

- Beth Ludeman is beginning her seventh year in the District as a social studies teacher at Hale. Previous to her arrival in our District, Beth was an Educational Support Professional in the Nicolet High School District, and simultaneously served as that local association's (NESPA) Chief Negotiator and President. Locally, her roles have included serving as a Building Rep from Hale, a member of the C.R.I.S.I.S. Committee, Association Secretary, and as Negotiations Chair for the past three years. Beth was elected in March 2005 as WA-WMEA President. On the regional and statewide level, Beth sits on the Board of Directors for our UniServ, the West Suburban Council, and is the elected alternate from that body to the Wisconsin Education Council Board of Directors, where she is appointed to the Board Communications & Norms Committee.
- Chad Lehman is beginning his tenth year in the District. Currently a Library Media Specialist at Mann, Chad was a third grade teacher at Irving for eight years. He has also been at Longfellow and Madison. Chad's roles in the Association have included serving as building rep, Director on the Executive Board, and a member of the Negotiations Team during the past bargain. He has coached girls' tennis at Central, as well as both boys' and girls' tennis at Hale.
- Cathi Probst is beginning her tenth year in the District as a social studies teacher at Hale, with three additional years of teaching experience prior to joining our District. In our local Association, Cathi has served as Building Rep, Membership Chairperson, Vice President, and C.R.I.S.I.S. Committee Chairperson. She is currently beginning her fourth year as PR&R Secondary Chairperson. She is a past Co-Chair of the Social Studies Department, has served as a Co-Advisor to originate a student team and compete as participants in the Wisconsin State Mock trial, and is a current Co-Advisor to the Senior Class and Graduation Co-Coordinator at Hale. Cathi is also a resident of West Allis with two children attending school in the

District, and she has been actively involved in the PTA.

- Greg Wall is beginning his twenty-ninth year in the District as a math teacher at Central. His current role in the Association is as Treasurer and as the newest member of the Negotiations Team. Greg spent twenty years serving as a coach in the District in the areas of football, basketball, and track. He has actively supported the fine arts program, appearing in school productions. He is the voice of the Central Bulldogs on the WA-WM cable station. Greg is also a resident of West Allis with three children attending school in the District.
- Lynn Herbst is beginning her sixteenth year in the District as a learning disabilities teacher at Franklin. She has served in the local as Building Rep, PR&R Elementary Chairperson, C.R.I.S.I.S. Committee Chairperson, Vice President, member of the Negotiations Team during the past bargain, and President. She has been a member of the West Suburban Council Board of Directors. Lynn is presently appointed as Negotiations Chairperson and will continue in her informal role as secretary during Labor-Management meetings.



Personal Rights and Responsibilities Report

Cathi Probst - Middle and High School Chairperson

Gary Stewart - Elementary School Chairperson

Hi everyone and welcome to the start of what we hope will be a rewarding, exciting and stress-free year (well, we can hope, can't we?) There are a few items that we feel are necessary to point out. Please read your contract. Some of it may seem obvious, but we think you'd be surprised by some the questions that come our way that are very easily answered in the contract. It is an individual responsibility of each teacher to reach this document. It's imperative that all teachers understand their Personal Rights and Responsibilities as outlined in our Master Agreement. (PR&R cont. p.4)

(PR&R cont.) It can't be stressed enough, **please read your contract.**

If you feel that any of your rights are being infringed upon it is always best to go to your building principal first. If you feel uncomfortable doing so, please contact your Head Building Rep. Head Building Reps and Administrators throughout the District have been trained in using the Communications Model to resolve conflict. As this is the agreed upon method of dealing with conflict, we ask all of you to please work through the established system of steps. Attempting to address problems at the building level can alleviate many concerns. If you feel your efforts are fruitless, then please contact one of us...via email at probst4wawmea@wi.rr.com / voice mail at Hale (3200 – x6722) or garystewart12@hotmail.com / voice mail at Jefferson (4100 – x2334) and we can assist you with any problems or situations that require more attention.

The following are some helpful hints as this year begins...

- Always check your paychecks for accuracy
- Your sick day accumulation document comes out quarterly, watch for it and check it for accuracy.
- Make sure to document all parent contacts. It's a good idea to keep a logbook near your phone.
- If a parent teacher conference becomes negative, you have the right to stop this conference and request it continue in the presence of your administrator
- District email, Internet service and voice mail are the property of the School District and are open to scrutiny. Keep this in mind.
- It is our professional responsibility to maintain accurate records at the administration building. An item to pay special attention to is your **teaching license**. Sanctions can be taken against a teacher who is not appropriately licensed, or against a district for not having accurate licenses when audited by the state. Please remember to reapply for your license when you are nearing your expiration date and provide a copy of this updated license to the district as soon as possible, to the attention of Cyndi Caylor, Dept of Human Resources.
- Students' Medical Needs – Make sure you have a copy of this document and are well aware of the special needs of your students

- Evaluation Goals should be set by October 1
- Weingarten Rights– Remember, if you are having a meeting with an administrator that turns disciplinary in nature, you have the right to stop such a meeting and request representation from the Association.

Did we mention, please read your contract? Special pages to pay attention to in the contract:

- Prep time p. 5
- Class sizes p. 7
- Class size/EEN students p. 6
- Duty free lunch p. 6
- Faculty meetings p. 4

One last item to cover for this issue is the situation regarding the **Master's Degree approval process for Master's pay**. The District's policy has been to grant Master's advancement on the salary schedule when you attained a Master's Degree that met a 34 credit minimum. (This is a number assigned by the District, as is their prerogative, but most importantly...**it was the magic number to receive Master's pay**.) As you are well aware, many Master's programs fell short of that magic number, and much to the educators chagrin, once the degree was obtained, Master's pay was not forthcoming. In discussions with Human Resources in the spring of last year, we were able to get the District to extend Master's pay to individuals who complete Master's Programs in Education programs that contain a minimum of 30 credits, at one of 5 area colleges/universities. The 5 colleges and universities are: UW, UW-Madison, Marquette University, Cardinal Stritch University and UW-Whitewater. This list isn't finished, but rather a work in progress. Already the District has come back to us with an additional program addition...UW-LaCrosse's PDP. Under PI-34, the District will continue to look to expand this list, as it is in all of our best interests to encourage advance coursework and professional development. Should you question whether your program meets the Districts reduced credit Master's program criteria, please don't hesitate to contact the Department of Human Resources. For all other programs, such as those in content related fields, the credit requirement for Master's pay remains, 34 credits. Again, this is a work in progress and this list will continue to be refined. If you have any questions about this, please don't hesitate to drop one of us an email or leave us a voice message.



The BuckStop

Greg Wall, Treasurer

Hello West Allis-West Milwaukee Education Association Members. I am your Treasurer Greg Wall. I am looking forward to another great year of working with you to ensure that your needs are being met in a dynamic educational system, both at home and across the state. Your job is to keep me informed of what your wishes are now and into the future. You will fulfill this important task by maintaining contact with your Head Building Representative. Our building representatives will be trained this year and in coming years to better serve our whole union. I will be a part of this process of schooling your building representatives to help you. In addition to this task, I will continue to keep a discerning eye on how your union money is spent at all levels. Some of my engagements this past year have included:

- Training at the WEAC Representative Assembly in LaCrosse this past spring;
- Training through the West Suburban Council Uniserv this past summer;
- Training at the WEAC Summer Academy;
- Countless meetings with your Negotiations Team this past summer regarding our future as we continue to bargain our next contract.

These sessions have helped me become more aware of your needs, and what should be done to satisfy them. We have kept our local union budget near our previous level, with less than a 1% increase. With your backing, I expect this trend to continue in the future. But for now I need your input, involvement, and support. Find out who your building representatives are and ask them how you can help or, even better, become a building representative. I can show you how to walk the path, but you must lift your own legs.

Only by doing can we build self-esteem, which is something we all require to face tomorrow's challenges. Have an involved year!

WEAC's Summer Academy a Big Success
Linda Ziefle WSC President

More than 400 WEAC members attended the Summer Academy on July 31-August 3 at the Radisson Paper Valley Hotel in Appleton. WAWMEA members who attended included President Beth Ludeman, Vice President Jill Miller, Negotiations Chair Lynn Herbst, Treasurer Greg Wall, Public Relations Chair Monique Mistele, Building Representative Chris Morrissey, and WSC President Linda Ziefle.

The Academy featured sessions on a wide variety of topics, including leadership and organizing skills, the Wisconsin tax system, bargaining, contract enforcement, grievances and public relations. It also included training on online courses focusing on refining skills for para-educators and classroom management for teachers.

The Academy also featured a Thank the Governor Organizing Event at which participants wrote post cards thanking Governor Doyle for his action on the state budget. Thanks to the governor, the budget boosts school funding by \$861 million, which is \$404 million more

than the Legislature provided for public education in its version of the budget bill.

The post cards were given to Doyle aide Rich Judge following Judge's address to Summer Academy participants Tuesday afternoon.

Judge told participants that if it were not for their hard work and that of other WEAC members throughout the state, Doyle would not have been there to protect schools and restore millions of dollars in school funding to the budget passed by the Legislature.

Judge, who is already working on managing Doyle's re-election campaign in 2006, said WEAC members again will be the backbone of that effort by mobilizing support in every corner of the state

Judge said Doyle is "probably one of the greatest friends of public education this state has ever seen" and his re-election is crucial to preserving great schools in Wisconsin. But the 2006 elections are not just about the governor's race, he said.

"You deserve to have a Legislature that understands the QEO must go – or maybe just the Legislature needs to go," he said.



NEA RA 05

Michelle Knaflig & Jill Miller

What I did this Summer!

(Remember that yearly essay?) Me, well in addition to getting the million and one projects on my summer To Do List hidden, covered up, or otherwise uncompleted...I had fun, and represented the West Allis-West Milwaukee Association as a first-year delegate at the 143rd NEA Annual Representative Assembly!

Initially, I did have some idea of what this honor would entail, traveling with three other district teachers, meeting other teachers from around the country, exchanging stories and comparing notes from those in similar or sometimes much more difficult situations, and voting on New Business Items. Outside of knowing the fun-loving group that I would be traveling with, little on that list really got me as motivated as I was once I arrived. Little did I know how much fun this would truly be!

Imagine, nearly **10,000 teachers** from around the U.S. all gathered in one grand convention center. The spirit of camaraderie and yet a common uniqueness (if that doesn't sound impossible to you) abound in this group like no other. While filing into the expansive room, it didn't take long to realize the sort of fun atmosphere and good vibe that was carried by all. This feeling was unmistakable once the Black Eyed Peas "Got It Started," that while there was work aplenty, there would be time in between for teachers to behave like the students that send us racing to after-school "Wellness Meetings" during the school year. (I have to admit, for the teachers who know the song referenced above, it was hard to keep from just laughing when you see some of the veterans having this sort of pep rally feeling and the lyrics "get stupid" are cried out during the song!) (sorry vets!)

Hours were spent shopping and more importantly, getting bags filled with **FREE STUFF!** I now am the proud owner of enough post-it notes to get me through at least five years! Those, and rulers, bookmarks, videos, lessons, highlighters, pens, pencils the list goes on! I gathered so much stuff, that rather than buy more **(NEA RA cont. p.6)**

HOW TO KILL A UNION

- Never accept an office, but criticize those who do and point them out as ineffective right away.
- Always find fault with officers and committees.
- Do not attend meetings.
- Talk cooperation, but never do anything or cooperate.
- Get all you can from the organization, but never give anything back.
- Sit in the back of the meeting room and start your own little "sub-meeting" or talk to a friend.
- Never do anything more than you have to, and when someone uses his/her abilities to further the cause of the organization, take a stand and scream that the organization is run by a clique, the system, etc.
- Complain all the time, but don't come up with any valid ideas or suggestions.

(From Local 794 IAM Flyer)

(NEA RA cont.) luggage, I hunted down a box at the Fed Ex/Kinkos, and shipped it all home. There were also great things to be purchased and newfangled gadgets to enhance your lessons, much like any convention (but bigger!) that you've ever visited.

Lastly, a summary of this year's event from my first year person's perspective would not be complete without a mention of the protest walk to the **Govenator's office**. (Not a typo, but rather a not so affectionate name given to the bodybuilder, turned actor wannabe, turned teacher and nurse-bashing and much loathed elected ruler of Californialand...Arnold *I think public schools are a special interest group, and I ain't no Jim Doyle, Schwarzenegger*.) Teacher representation from every state walked 4 miles to his office, protesting his plan to gut the public pension systems in California. (WHICH, by-the-way, he was forced to back out of trying when NEA fact sheets were published in newspapers and given radio and TV attention!)

Overall this event was one of those times when if you've ever lost sight, for even a moment, of why you teach...**you need to go!** The activism and power of our organization as we promote what is **needed** and **fair** to ask of for our schools and the future of public education was felt in thunderous amounts. It was an experience, the grandeur of which I could not have appreciated without going myself. My gratitude to each of you for letting me be a part of it. **Michelle Knaflic**

This summer I served as one of your representatives at the National Education Association's Annual Meeting

in Los Angeles. You have representation at several levels as part of your Association membership. It is kind of like how our government is organized:

US Government /National/National Education Association

Wisconsin Government/State/Wisconsin Education Association Council

Milwaukee County Gov't/County/West Suburban Council

City of West Allis/ Municipal/West Allis-West Milwaukee Ed. Association

My job, as your elected representative to the National Assembly, is to give voice to your concerns and positions on issues to the National Leadership staff. The National staff then takes the agenda and resolutions passed by the National Assembly and puts it into practice. The purpose of the Annual Meeting of the National Education Association is for the National Leadership to report what they have done over the past year and for members to tell the leadership what they would like them to accomplish over the coming year.

The National Assembly directs the action of the National Leadership through three different methods: bylaws, resolutions and new business items. The bylaws (and constitution and standing rules) state what the structure of our organization will be – what officers will be elected, for how long, how will dues be assessed, how will business be conducted – that sort of thing. Resolutions are the belief statements of our organization as determined by a majority of the National Representative Assembly (RA). For instance one of the resolutions adopted by this year's RA states ""The

Association further opposes requiring teachers to substitute during their preparation time[.], or in place of their regular teaching assignment." Lastly, there are new business items. It is through new business items that we tell our executive leadership to do something. For instance a new business item put forth by the Wisconsin delegation stated "The NEA will develop a strategic program to help NEA Republican members advance a pro-public education agenda within the Republican Party." This new business item was adopted by the RA and now NEA leaders will have to come up with a program to make public education a priority in the Republican Party. That should be good for Wisconsin because our government is dominated by Republicans, many of whom, but not all, do not have public education as a priority.

Make no mistake about it, the purpose of our education association – at all levels – is to try and influence policy in a way that we believe is positive for the long term health of public education as well as our members. As a result, much of the action taken by the Association is political in nature. When our local negotiates language regarding class size we are trying to shape that policy in a way that will be best for both public education and our members. When WEAC is trying to influence the state legislature regarding yearly pupil increases they are doing it because we believe that is what is best for public education in Wisconsin and our members. When NEA lobbies congress to try and get them to fully fund the No Child Left Behind Act we are doing that because that is what we believe is best for public education and our members nationwide. **Jill Miller**



From the Editor:

Welcome back, or in the case of new members, welcome! Articles for the newsletter can be submitted to me at sandhill@centurytel.net or via interdepartmental mail to Irving School. Computer files rather than hard copies are preferred. **Deadline for the next newsletter is September 28, 2005.**

Kathryn Popa