

The Word

OCTOBER
2007



WAWMEA and WEA Members learn about writing a PDP, October 4th, 2007.

A Message From Our President **Beth Ludeman**

Five Ways to Learn More About What the Association Does For You!

Ever found yourself asking what those union dues pay for anyway? If you have not been an active member, it's easy to understand that perspective. And if no one has ever personally asked you about getting more involved, how would you seek those opportunities out on your own? Here are some easy, low commitment ways of finding out more about the union to which you belong. You'll find a lot of value in learning more about it!

#1. Check out the website. At www.wawmea.org, you'll find not only this monthly newsletter, The Word, but a host of other resources provided by and about your local (WA-WMEA), UniServ (WSC), state (WEAC), and national (NEA) association. Bookmark it so you can return frequently to find answers to questions from home or your workplace.

#2. Get to a USEFULL workshop. The launch of United Southeast Educators For Understanding Licensure and Learning this summer has been a total success, evidenced by the waiting lists created for the first workshops that have been offered. In conjunction with other metropolitan-area UniSers, West Suburban Council (the UniServ that WA-WMEA belongs to) hosts professional development opportunities for its members in a range of topic areas. Watch the WSC and WA-WMEA websites for upcoming events to help you renew your license under PI-34 or just plain make sense of changes in our professional lives.

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USEFULL Coalition Partners: Linda Riesen, past President of Council 10 and Tim McCarthy, President of North Shore United Educators.



#3. Attend a building association meeting. I am always pleased to get a call as president of WA-WMEA because I like to hear from our members. But many times I am unable to answer questions that are specific to the particular climate or concerns of a given building because I am not part of that staff or the cadre of Building Representatives there. Every building normally has a set of BRs, led by a Head Rep, who conduct periodic building meetings to inform the building membership of what is going on and get a chance to hear about concerns and issues that have arisen. Find out when your next building association meeting is held and be there to really get a sense of what role the association plays in your day-to-day life as a West Allis educator.

#4. Be our guest! The WA-WMEA has two governance meetings per month during the school year. Any member is entitled and encouraged to attend these meetings. The Representative Assembly, which is comprised of Building Reps and Executive Board members, conduct their business on the second Wednesday of each month. The RA is not only a conduit for information about what is happening on all levels of our organization, but perhaps even more significantly, makes decisions about the direction of the local Association, which the Executive Board is charged with carrying out on behalf of the membership. The Executive Board then meets additionally on the first Wednesday of each month (with the exception of January this year; because of the timing of Winter Break, the EB will meet on Tuesday, January 8th instead). All of these meetings are open to members; the only restriction is that elected or appointed members are the only individuals who may vote on the business presented. Unless published otherwise, all governance meetings are held in our union offices in Brookfield, the UEP Building, at 13805 West Burleigh Road, at 4 pm.

#5. RUN!!! This might be the best way to really learn about the union and, at the same time, have an influence on its direction. You may be surprised to know that many of those who are actively involved in the life of our local association do so because they want to change something about what the association currently does! Whether you are curious about elements of the master contract and its negotiation, the cost of dues and what those dollars go for, or the ongoing political or professional questions that we live with routinely as educators, hands-on is often the best, most comprehensive training. Our spring elections begin with nominations in January and February, with the balloting in March. And there are numerous positions to run for, with varying levels of time commitment, ranging from a weekend annually for the WEAC Representative Assembly, to roughly a week annually for the NEA Representative Assembly, to a monthly meeting as a Building Rep.



Terry Schoessow of NSUE answers a question from one of the Initial Educators attending the USEFULL workshop on October 4th.

Any one of these opportunities will not only give you insights into the value of our unity as educators through the WA-WMEA, it helps strengthen our collective power, and your own as an individual, by participating in the process. See you at our next event!

PR&R

Peggy Oberbeck

“To effectively communicate, we must realize that we are all different in the way we all perceive the world and use this understanding as a guide to our communication with others.”

“The way we communicate with others and with ourselves ultimately determines the quality of our lives.”

Anthony Robbins

New Middle Character Development Home Room

Concern about student contact numbers and instructional minutes were discussed in September at Labor Management.

- The booklet was developed this summer for teachers to use in the HR. Teachers do not need to plan or record anything during this time, therefore administration does not consider this a teaching assignment.
- The program is to help teachers and students interact in another way other than a classroom environment. Give them a sense of belonging.
- As supervision you are not expected to plan these activities, use the booklet. However any teacher may do more if they choose

- There is no record keeping.
- Since this is a supervision you cannot be disciplined for not "doing enough teaching" during this session. Just make sure that you are supervising and interacting with the students. Don't sit at a desk and do your own work.
- The concept was originally developed in BLT, and is almost identical to the old TA we had when the middle school was designed.
- FLW has held a building rep meeting with the administration and plan to figure out a different way to do it.
- This program will continue to be monitored by the association and the administration.

Workers Comp

- Sick days are used for any days taken off in a short term (3 days) workers compensation claim.

Masters Degree – 34 credit requirement

- Policy does not follow current trends in education, such as Differentiation.
- Suggestion to have policy rewritten so it indicates that the desired credits for a Master's Program is 30-36 credits
- Will be discussed in Labor Mgt

Units Concerns

- Ad Bldg did not process any of the unit advancement from June.
- Needs to be an organized system for teachers to know if paperwork is being processed such as on district web page.
- Will be discussed in Labor Mgt.

Membership - Angela Bina

Thanks to all Head Building Reps for helping with the data collection for our membership. This is truly a team effort, and you are to be commended for "tracking down" the teachers in your buildings and having them update the necessary information. I'm still in the process of going through those papers and entering changes. Please keep me informed of people going on leave, coming off of leave, new hires (not long-term subs), and name/address changes. Contact me at Jefferson (4100 ext. 2412) or email me if you have any questions.

Upcoming Items of Interest

Lynn Herbst

Public Relations Chair

October 21-27: National Bullying Prevention Awareness Week

The NEA is again co-sponsoring the National Bullying Prevention Awareness Week with the PACER Center National Center for Bullying Prevention. In addition to NEA, it is co-sponsored by the National PTA, American Federation for Teachers, National Coalition for Parent Involvement in Education, and School Social Work Association of America and will be held the week of October 21-27. The purpose of National Bullying Prevention Awareness Week is to encourage teachers, parents, and children nationwide to increase community awareness about the prevalence and impact of bullying on all children. Classroom and community activities and materials such as contests, toolkits, and online bullying prevention training are available at

www.pacerkidsagainstbullying.org/.

October 25-26: WEAC Convention

The WEAC Convention is October 25-26, 2007 at the Midwest Airlines Center and the Hilton Milwaukee City Center in Milwaukee. The keynote speaker is public television and radio talk show host Tavis Smiley. Some of the convention highlights include:

- A Good Start is Not Enough: Meeting the Needs of Older Readers
- Classroom Management That Works!
- Communication Skills That Work
- The 7 Habits of Highly Ineffective Educators
- Indian Community School tour

- Milwaukee Public Museum Open House for WEAC Members
- Flu Shots available
- Blood Drive

Learn more at

www.weac.org/AboutWEA/2007-08/convention07/main.cfm.

November 11-17: American Education Week

NEA's 86th annual American Education Week (AEW) spotlights the importance of providing every child in America with a quality public education, and the need for everyone to do his or her part in making public schools great. Great Public Schools: A Basic Right and Our Responsibility reflects the Association's calling upon America to provide students with quality public schools so that they can grow, prosper, and achieve in the 21st century.

Calendar of Events:

- Monday, November 12: American Education Week Kicks Off
- Tuesday, November 13: Invite Parents to School Day
- Wednesday, November 14: Education Support Professionals Day
- Thursday, November 15: Educator for a Day
- Friday, November 16: Substitute Educators Day

Visit www.nea.org/aew/index.html for more information.

November 14: NEA Education Support Professionals Day

Take the time to thank the ESPs in your building by acknowledging the work that they do.

Middle school science teachers wanted for research project: UW-Madison Education professor Sadhana Puntambekarn is seeking middle school science teachers to participate in a research project. Participants will receive training on a hypertext system that supports class-

room science labs and receive support from graduate assistants with training in psychology, computer sciences, cognitive or learning sciences or physics education throughout the school year. CoMPASS, a hypertext computer program, helps ensure that hands-on construction activities lead to student understanding of science principals and phenomena. The CoMPASS environment gives teachers another way to observe how well students learn. For more information, go to www.compassproject.net/info or contact Kelly Francour at kfrancou@marinette.k12.wi.us or Dana Gnesdilow at gnesdilow@wisc.edu.

October

10

WAWMEA Representative Assembly- UEP 4:00 pm

17

WSC Representative Assembly- UEP 4:30 pm

22

WAWM Board of Education - ADM BLDG 7:00 pm

25 and 26

WEAC Convention -Midwest Airlines Center and the Hilton Milwaukee City Center - Milwaukee.

The Buck Stop Greg Wall Treasurer

Hello members of the WA-WMEA. Hopefully you've had a good start to the '07-08 school year. Just a few things for you to remember:

- The total union dues this year will be \$744 for a full-time member;
- This year there was no increase at the local level, of which I am your treasurer;
- I do not anticipate an increase at the local level next year, either;
- Please retain your last check stub in December, which will inform you of the total union dues that you paid for the '06-07 year.

At this point, I see great things for our union during the upcoming year. Please get involved and find out what you can do for the union. Always remember to use the Communication Model set up by our District and our Association. Have a great year and when you see me, please say hello.

"Buck" Wall

WA-WMEA Relay for Life Team is On Track Lynn Herbst Public Relations

Beginning on the night of July 13, a team of teachers took to the track at Nathan Hale High School with the purpose of raising money toward the fight against cancer. Their walk was dedicated to the memory of Central science teacher Mark Jones, who lost his battle with cancer last October 23. Ben Anderson, Tina Baumgardt, Julie Carter, Stacy Christenson, Kathy Ceel, Michelle Daavetilla,

Lynn Herbst, Stacy James, Beth Ludeman, Nancy Nienhuis, Cathi Probst, Pam Scaffidi, Erin Shaughnessy, Greg Wall, and Linda Weaver worked to raise money and took turns keeping at least one team member on the track throughout the night and into the next morning. The team's goal was to raise \$1000, but final total raised was \$1917! They have received a plaque that can be updated each year. Thanks to everyone who made contributions to the team. If you would like to become involved in this worthwhile cause, consider joining the WA-WMEA Team next year.



Team members from left to right, front row: Michelle Daavetilla, Stacy James, Nancy Nienhuis; back row: Beth Ludeman, Ben Anderson, Linda Weaver



Modeling team shirts from left to right: Beth Ludeman, Linda Weaver, Greg Wall, Michelle Daavetilla



Getting reading to take to the track:
Linda Weaver & Beth Ludeman



Sisters walking in memory of their father who died of cancer thirty years ago, from left to right: Leslie Heinrichs, Michelle King, Kathy Heinrichs, Lynn Herbst.

The Wisconsin Way Linda Weaver WSC President

A groundswell of public concern about the affordability of property taxes on the one hand and the need to maintain Wisconsin's critical infrastructure on the other has prompted several statewide leadership groups to join forces in a historic search for solutions called The Wisconsin Way.

The Wisconsin Way is a non-partisan, grassroots effort to reduce property taxes by creating a more fair and equitable funding system that promotes excellence³ in education and public service. The original conveners of The Wisconsin Way – the Wisconsin Counties Association, the Wisconsin Realtors Association, the Wisconsin Transportation Build-

ers Association, the Wisconsin Education Association Council, and Wood Communications Group- will host a series of public forums throughout the state to gather a variety of perspectives of the property tax issue and possible solutions to the challenges we all face in protecting and preserving Wisconsin's unique quality of life.

Please plan to join other Wisconsin residents and attend one of the public forums at the following locations:

Thursday, November 8, 7-9pm,
Waukesha Expo Center, 1000
Northview Road

Tuesday, November 27, 7-9pm, Bavarian Inn, 700 N. Lexington Blvd, Glendale

You may obtain more information by visiting the website at www.WisconsinWay.org.

Classified Ads in the WORD

Lynn Herbst
Public Relations

As you know, the West Allis-West Milwaukee Education Association sponsors several high school scholarships each year for seniors in our District who wish to pursue a degree in education. Last year, two \$500 scholarships were awarded; one to Kristen Raschka, a senior at Hale, and the other to Carly Blank, a senior at Central. Fundraising can be a difficult and timely process, with the many other obligations that we all have throughout the year. It is with that in mind that we will again be implementing our Member-to-Member Advertising Service for em-

ployees of our school district to place ads in our newsletter, The WORD. It is hoped that this will provide us with another source of income for this worthwhile cause. Remember that The WORD comes to you both as a hard copy and on-line at our website: www.wawmea.org.

Our advertising service will offer two sections, one which lists items for sale and the second which lists services or items wanted. The cost for ad placement will be as follows: \$10 for 20 words or less, \$15 for 21 to 40 words, half-rate for each consecutive edition that an ad is run (\$5 for 20 words or less; \$7.50 for 21 to 40 words).

Advertising is limited to district employees only; that's a special assurance as to the quality of items or services offered because these ads are posted by our colleagues who work right here with us. We can also include home email addresses, which will provide an automatic link from our website for people who have interest in a particular ad & want further information. But here's the really great thing: All money raised will be put toward the WA-WMEA Scholarship fund!

Ads should be sent to me at my home email:
herbswawmea2@wi.rr.com.

Checks should be made out to: WAWMEA Scholarship Fund and either sent or delivered to me at Franklin School. Ad submissions will be placed in the next edition of our newsletter. Please note: We reserve the right to edit ads for spelling and to limit the \$15 ads to a maximum of 40 words.

This year, consider helping to provide a scholarship to our students by placing an ad in The WORD.

Member
to
Member

Advertising Services Offered

Need help in the
Kitchen?
Big Papa's Kitchen can
help.
Catering, parties, menu
planning and recipes.
Call Ben at
414-510-7573

West Suburban Council Representative Assembly

Linda Weaver
WSC President

West Suburban Council will hold its first of 3 RA's for the 07/08 school year on Wednesday, October 17th, at 4:30 p.m. at the Brookfield UEP Office. WEAC's new leadership team including President Mary Bell, Vice President Guy Costello, and Secretary/Treasurer Betsy Kippers will speak to the delegates about the association's mission, vision, and goals. All association members are welcome to attend and meet the newly elected officers of WEAC! A brief business meeting for WSC delegates will follow the presentation