

# The Word

NOVEMBER  
2008



## Tentative Agreements

Monday, November 17th - Central High School Auditorium 4:00 P.M.  
The Tentative Agreements will be distributed to all members.  
All District Meetings are Canceled!

Tuesday, November 25th - Central High School 4:00 P.M.  
Question & Answer Session regarding the Tentative Agreements.  
Building Representatives pick up Ballots and Boxes.

Monday, December 1st - Vote on Tentative Agreements  
Ballots to Walker School IMC no later than 4:30 PM

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## From PR&R

Peggy Oberbeck

### **Conferences/Grad Classes or other conflicts**

The contract states that teachers will be excused from a faculty meeting for district approved grad classes. This does not include one time events like open house and parent conferences. Teachers should discuss the situation with their instructor about making up class time. If there are extenuating circumstances, discuss it with your principal. If you are given permission to miss conferences you will be expected to make up the time by contacting parents, and documenting the use of your own time. If permission is not granted by the principal, HR will follow the language of the contract.

### **New Teacher Evaluation**

There continues to be a lot of confusion about the new evaluation process in various buildings. At Labor Mgt, the district indicated that we are in a two year transitional time to implement the new evaluation process. The communication model has been working in the district. Discuss any concerns with your principal and if not satisfied contact PR&R or Human Resources. The district will be asking for teacher feedback next semester. If you are not satisfied with an evaluation, be sure to reply to the evaluation with a short, positive correction of the actual events in your class. The walk through visits are not evaluative and cannot be used by the district as an observation or evaluation method.

### **Secondary Department Meeting Schedules – meeting was held at Central HS with the Building Reps, Building Adm., and PR&R.**

Dates of the meetings were switched from past practice by an

Administrator without any discussion or mutual agreement. This caused problems for staff who had previously scheduled events. It was suggested that department meeting dates be determined at the end of each school year so staff can make arrangements for child care, second jobs and grad classes. Human Resources has indicated that there is no intention to start a new policy and dock pay for missing a meeting, unless there is an established pattern of behavior, or a staff members have no viable reasons to miss the meeting. Those staff members could very well be subject to progressive discipline.

### **Communications Issues with Academic Principal**

Many secondary staff have had concerns with the communication style of an Administrator. Many staff have perceived threats, have experienced abrupt responses and feel as if they are being talked down to. The Academic Administrator indicated that she is communicating to teachers what other administrators in the district have told her is district policy. She said that this is a hard role to come into and has at times felt attacked while trying to implement the policies of the district.

## November 5th

From WEAC

In Wisconsin, Democrats wrestled control of the State Assembly away from Republicans for the first time in 14 years. Last session, Republicans had a 51-47 majority. Now, it appears the Democrats will have a 52-46 edge, with one independent.

Democrats will now control both houses of the Legislature as well as

the governor's office, the first time that has happened in more than 20 years. The latest State Senate tallies appear to give Democrats an 18 to 15 seat majority in the next legislative session, which begins in January. That is the same margin they had held in the Senate the last two years.

As for school referendums, the Department of Public Instruction reports that 23 passed and 20 failed. Among the larger referendums:

**La Crosse** voters approved a \$18.5 million construction referendum.

**Lake Mills** voters approved a \$15.6 million construction referendum.

**Madison** voters approved a \$13 million referendum to exceed revenue limits.

**Watertown** voters approved a \$23.3 million construction referendum.

**Brillion** voters defeated a \$23.7 million construction referendum.

**Germantown** voters defeated a \$23 million construction and operation referendum.

**Jefferson** voters defeated a \$39.7 million construction referendum.

**Kiel** voters defeated a three-part \$27.4 million construction and program referendum.

**Poynette** voters defeated a \$13.6 million construction referendum.

**Rhineland** voters defeated a \$23.3 million construction referendum.

November

17

Tentative Agreements to General Membership - Central High School Auditorium 4:00 PM

24

WAWM Board of Education - ADM BLDG 7:00 pm - Jefferson School

25

Tentative Agreements Q&A General Membership - Central High School Auditorium 4:00 PM



December

1

Vote on Tentative Agreements All Ballots to Walker School by 4:30 PM

3

WAWMEA Exec Board 4:15 p.m.

8

WAWMEA Retirement Forum UEP 4:15 PM

10

WAWMEA Representative Assembly - 4:15p.m. UEP

