

# The Word

OCTOBER 2008

## YOUR COUNTRY NEEDS **YOU!**



### To REGISTER, **VOTE** and Get **EVERYONE** You Know To Do So Also!

### From PR&R - **Peggy Oberbeck**

The Intermediate School Schedule is a concern for teachers. The Association had a view of the schedule as teaching and grading 6 classes x 30 students =180. The District viewed the schedule as 4 classes x 60 students = 60 students. A discussion between the Administration and the Association helped each side understand the others view of the schedule. The District will provide help for teachers at the Intermediate level so that they may acquire an understanding of Literacy and Math blocks. This should reduce the amount of grading per student. Teachers may continue to teach in six separate classes, but it is a choice and will be more work. Intermediate teachers should refer to page 2 of the Intermediate School Insights Bulletin for additional information.

Personal Improvement Plan – Teacher Evaluation – Teachers have concerns about the new evaluation process. Labor Management Discussion - Kurt Wachholz will provide the district principals with updated information so there is consistency throughout the district.

Lead teacher/ 6th assignments – There is concern about the same lead teachers being given the positions for the second year. Should the position be posted? There is a form available for all teachers to express an interest in a 6th Teaching Assignment but it specifically identifies a teaching position,

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and not other types of 6th assignments such as Lead Teacher or Coop Supervision. Labor Management Discussion - Administrators will identify changes that may be needed for next year.

Email Precautions – Steve Blum has sent out a recommendation that staff lock their email with CTRL/ALT/DEL, or log off, so others cannot use your email.

District Employee Handbook – as stated on page 1, “This manual is not intended to be all-inclusive and should not be considered to be an employment contract.” It should however be considered a warning by the District to know and follow the policies of the District.



## Ten Things You Should Know About E-mail, Internet and Technology

1. Read the computer use policy, follow it and re-read it during the year. You or your union should ask for training in areas that you don't understand.
2. Assume you have no privacy regarding e-mail you send and receive on your employer-computer system. Only send e-mails that you would feel comfortable reading on the front page of your local newspaper.
3. A “deleted” computer file, including e-mail, can often be accessed by an experienced IT person.
4. There is a trail on the computer you are using showing what Internet sites you accessed. Do not access anything on the Internet that you do not want your employer to see.
5. Assume that what you see on your computer screen is what your employer gets.
6. Copyright law applies to material on the Internet. Excellent online information is available from the Library of Congress, U.S. Copyright Office: [www.copyright.gov](http://www.copyright.gov).
7. What you post of personal blogs and websites may be seen by many people, including your employer, and it could result in adverse employment action.
8. Unless your school policy provides otherwise, do not give away your password, do not let others see your password, and change your password often. Turn off or lock your computer when you leave your work area.
9. Employers may have exclusive or limited rights to products you create while performing work for them. Your union may want to bargain language that addresses intellectual property rights.
10. For more information about technology issues in education see: [www.nea.org/he/techno.html](http://www.nea.org/he/techno.html)

*Information provided by Jina L. Jonen and Greg Spring of the Wisconsin Education Association Council. This information does not constitute legal advice but only provides general principles to consider. Copyright January 2007.*

## Membership

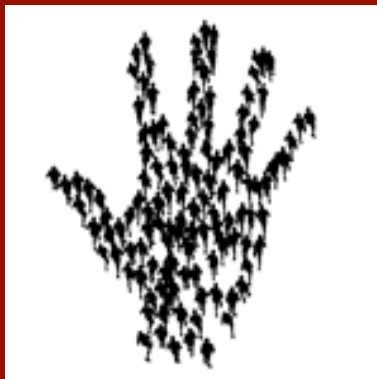
Angela Bina

WEAC cards have been sent out to members. If you have not received your card, please contact Diana Buchholz at [buchholzd@weac.org](mailto:buchholzd@weac.org). If you are new to our district and you haven't yet filled out a WEAC membership form, please email Angela Bina at Jefferson.

WEAC cards are good for two years instead of one so hang on to it. You will need it to log on to the WEAC website into the members only areas. It also doubles as your Saver's Club card, which can save you money at lots of places.

Dues reduction/refund for past Student WEAC members: The prior student member will have regular dues withheld and after they have paid one full year... they will submit a form to the NEA requesting the refund. They should go to [www.nea.org](http://www.nea.org) to print the form.

Please continue to keep me updated with new teachers in your buildings, and name and address changes. This will help us keep an accurate record of our members and ensures that your mailings are sent to the right place!



## Political Action

### Save the Date!

West Suburban Council will sponsor a Political Action Night right after the Representative Assembly, October 22, 2008 at the UEP at about 5:00



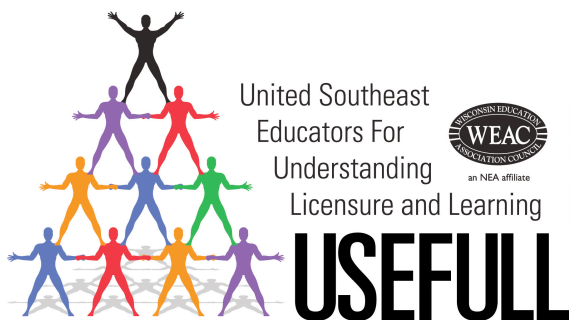
## Negotiations

Chad Lehman



The bargaining team met with the district bargaining team on September 24th in the evening to begin negotiations again on the 2007-2009 contract. Two School Board members, Darlene Ziemendorf and Pat Kerhin, were present at the table, which we felt was important. At least one, if not both, will be at all future bargaining sessions. We have set up two additional evening dates in October to continue working on coming to a new agreement.





**USEFULL** is...*your professional organization providing professional development and licensure assistance to you at no additional cost!*

**USEFULL** is...*members helping members!*

**USEFULL** is...*your union dues working for you!*

**FOR ALL MEMBERS OF:**

**Council #10  
Lakewood UniServ Council  
North Shore United Educators  
TriWauk UniServ Council  
West Suburban Council**

### **2008-2009 Calendar of Workshops**

Watch for these flyers and register early!

Seats are limited and fill quickly!

**Wednesday, October 1, 2008** -Overview of the PDP Process

**Tuesday, October 7, 2008** - Preparing Your PDP for Verification

**Wednesday, November 5, 2008** - Goal Writing and Approval Workshop

**Thursday, November 6, 2008** - PDP Goal Approval

**Wednesday, January 7, 2009** - PDP Verification

**Wednesday, January 28, 2009** - Classroom Discipline & Non-Violent Intervention

**Thursday, February 5, 2009** - Privacy in the Workplace

**Thursday, April 23, 2009** - Overview of the PDP Process

**All workshops begin at 5 p.m. at the UEP Building in Brookfield,  
with a light meal being served at 4:30 p.m.**

13805 W. Burleigh Rd. ■ Brookfield, WI 53005 ■ 262-789-6000

# Important Dates

**October 22**  
WSC Representative Assembly-  
UEP 4:30 pm - Political Action  
Night

**November 4**  
VOTE

**November 5**  
USEFULL - PDP Goal Writing and  
Approval - Register EARLY - 262-  
789-6000

**November 6**  
USEFULL - PDP Goal Approval -  
Register EARLY - 262-789-6000

## October

**13**  
WAWM Board of Education -  
ADM BLDG 7:00 pm - Walker  
School

**27**  
WAWM Board of Education -  
ADM BLDG 7:00 pm

**22**  
WSC Representative Assembly-  
UEP 4:30 pm - Political Action  
Night

**30 - 31**  
WEAC Convention -Alliant En-  
ergy Center - Madison

## November

**4 VOTE**

**10**  
USEFULL - WAWM Board of  
Education Meeting - ADM  
BLDG 7:00p.m.

**5**  
WAWMEA Exec Board 4:15  
p.m. UEP

**12**  
WAWMEA Representative As-  
sembly - 4:30p.m. Brookfield  
UEP Office





*October 20-24 & October 27-31, 2008*  
*preconference keynote during the week of October 13*

*Breaking free of traditional conferences, the*  
**K-12 Online Conference: Amplifying Possibilities**  
provides educators with an engaging, ongoing learning experience  
without time constraints. This progressive conference will  
engage educators and administrators worldwide in professional dialogue  
centered around 21<sup>st</sup> Century learning.

### **Strands & Keynotes**

*Over 40 downloadable sessions*

#### **Stephen Heppell**

Preconference Keynote (week of Oct.13)

**Alice Barr, Cheryl Oakes,  
Bob Sprankle**

Getting Started

**Chris Lehmann**

Leading The Change

**Gardner Campbell**

Prove It!

**Vicki Davis, Julie Lindsay**

Kicking It Up A Notch

*Participate at*  
**[www.k12onlineconference.org](http://www.k12onlineconference.org)**