

The Word

NOVEMBER 2011



Walker Recall Q&A

Why is WEAC moving ahead now to recall Scott Walker?

Since taking office, Governor Walker has shown time and again that he has the wrong priorities for our state. He has put corporate interests ahead of our schools and our students by cutting \$1.6 billion from school funding while giving tax breaks to corporations. The damage is becoming clear, and Wisconsinites need a leader who shares their priorities.

What has WEAC been doing to prepare for the recall?

WEAC leaders have been preparing since the WEAC Representative Assembly last April, when a New Business Item was passed to recall Walker. The WEAC Board of Directors has adopted a plan for 2011-2012 reflecting this priority.

It's clear that there is support for United Wisconsin's grassroots efforts from the rest of organized labor through the AFL-CIO and through the We Are Wisconsin coalition. Additionally, the Democratic Party of Wisconsin has voiced its support for United Wisconsin. Our support of United Wisconsin moves our union to an action stage.

What's our main message around the recall?

Walker's priorities are not Wisconsin's priorities - This is about Wisconsin versus Walker.

What is United Wisconsin?

United Wisconsin is an independent, grass-roots organization funded by on-line donations.

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What is the timeline for the recall petition drive?

United Wisconsin will file recall papers on November 15. Then, the real work will begin. There will be 60 days after filing to gather the 540,260 verifiable signatures needed to force a recall election. After the signatures are filed, an election will be scheduled in April or May of 2012. More details at United Wisconsin: Walker Recall Process.

What are United Wisconsin's plans for pulling this off?

United Wisconsin has done a lot of work already and has a campaign running to raise donations to manage recall offices across Wisconsin, support phone lines and distribute voter information. United Wisconsin already has more than 200,000 pledges from Wisconsinites indicating they support the Walker recall.

Who would be running against Walker in a recall election?

It's too early to tell, but there has been speculation in the media and between various groups about potential candidates. We'll continue talking with other labor groups about the strongest candidate. The work of United Wisconsin is specific to the recall election.

Recertification

- Petition for Annual Certification submitted on Sept. 27
- List of eligible voters received on Sept.29
- List was verified by Oct. 9
- Election dates determined by the Wisconsin Employment Relations Commission (WERC)

From noon on Friday, November 18, 2011 until noon on Thursday, December 8, 2011

Why vote to certify?

- Retain a Collective Voice for educators within the District
- Knowledgeable representatives to negotiate base wages for all
- WAWMEA's long history of advocating for all educators
- No need to start over when the law changes

Calendar

November 2 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

November 7 - West Suburban Council Board of Directors - UEP - 4:30 p.m.

November 9 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

November 12 - Recall Organizing UEP Office - 13805 W. Burleigh
8:30am - 10:00am
10:00am -11:30am
MTEA Office - 5130 W. Vliet St.
8:30am - 10:00am
10:00am -11:30am
Let us know if you are coming by calling (262) 789-6000

November 12 - USEFULL - PDP Goal Writing Workshop-9:00 - 12:00 Saturday

November 17 - USEFULL -PDP Goal Writing Workshop

December 5 - West Suburban Council Board of Directors - UEP - 4:30 p.m.

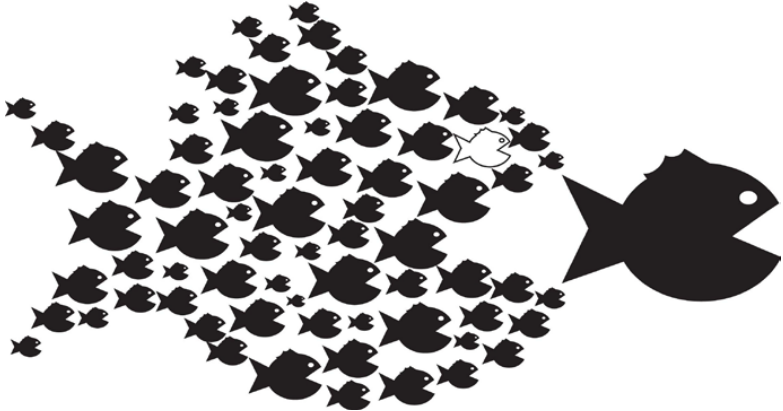
December 7 - WAWMEA Exec Board 4:00 p.m. Brookfield UEP

December 12 - Retirement Forum for WAWMEA Members. 6:30pm - 8:00pm - RSVP Robbyn at marin@wawmea.org no later than Friday, December 9, 2011.

December 13 - USEFULL - PDP Goal Approval - 4:30 p.m. Brookfield UEP

December 14 - WAWMEA Representative Assembly - 4:00 p.m. Brookfield UEP

RECERTIFICATION IS HERE...



Vote YES to Support Your Colleagues and RECERTIFY the **WEST ALLIS-WEST MILWAUKEE EDUCATION ASSOCIATION**

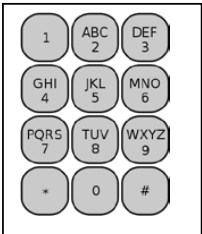
Don't delay – VOTE EARLY. Telephonic votes may be cast any time during the voting window. The West Allis-West Milwaukee Education Association's voting window:

Begins: Noon on Friday, November 18

Ends: Noon on Thursday, December 8

The recertification vote is conducted via telephone. Please follow these steps to show your support:

Directions:



- Call the recertification voting line: **1-866-628-9078**;
- When prompted, confirm your identity by entering the first 4 letters of your LAST NAME, then the last 4 digits of your Social Security Number. The image to the left shows which letters are associated with the telephone keypad numbers;
- When prompted, **VOTE YES** to recertify your union; after voting, **STAY ON THE LINE. Do not HANG UP** until you receive a "thank you" message. Otherwise your vote is simply not counted and therefore you will need to go back and vote again. The same is true for interrupted calls - you must repeat your call and vote again to be counted.

Additional Information:

- Your vote is secret;
- All employees in a bargaining unit vote, not just those who have signed up for union membership;
- The union needs to win 51% of all unit employees to recertify, which means that not voting is the same as voting no. Your colleagues need your support, so please vote YES.
- The telephonic system is open 24 hours a day during the voting window. A helpdesk is available 8 AM to 4 PM Monday through Friday (1-800-529-5218). If you have problems casting your vote, report the problem as instructed **and** report it to your UniServ Office at (262) 789-6000 or wsc@weac.org .



WSC RETIREMENT FORUM

For West Allis-West Milwaukee EA Members

Monday, December 12, 2011

6:30 p.m.-8:00 p.m.

UEP Building
13805 W. Burleigh Rd.
Brookfield

PURPOSE: To provide benefit information to individuals planning on retiring during the 2011-2012 school year.

Also open to those individuals who are thinking of retiring within the next few years.

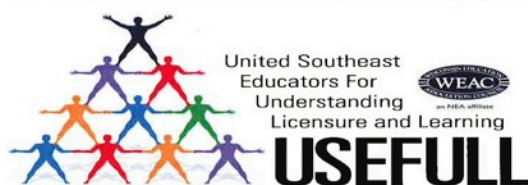
FOCUS: The meeting will address local procedures and benefits available to teacher bargaining unit members. Application timelines, District responses, benefit payments, and options will be explored.

What will retirement look like in the future?

Following the local benefit portion of the meeting, time will be provided to address applying for Wisconsin Retirement System retirement benefits. This will include options that are available, timelines for applying, final calculations, and annual adjustments.

Specific questions can be e-mailed in advance to nasss@weac.org.

RSVP: To prepare the appropriate number of materials, **please RSVP to Robbyn at marcinkevcr@weac.org no later than Friday, December 9.** Confirmation emails will be sent.



FOR ALL **WEAC** MEMBERS OF:
Council #10
 Lakewood UniServ Council
 North Shore United Educators
 TriWauk UniServ Council
 West Suburban Council

2011-12 CALENDAR OF WORKSHOPS

PI34 "LICENSURE" WORKSHOPS:

Tuesday, October 11, 2011: Overview of PI34 Workshop
Saturday, November 12, 2011: Goal Writing Workshop 9:00-12:00
Thursday, November 17, 2011: Goal Writing Workshop
Tuesday, December 13, 2011: Goal Approval Night
Saturday, January 28, 2012: DPI Reviewer Training 9:00-4:00
Thursday, February 16, 2012: PDP Annual Progress "Check-in" Night
 (prep for verification)
Tuesday, March 27, 2012: PDP Verification Night

GENERAL "LEARNING" WORKSHOPS:

Saturday, October 8, 2011: Toolkit for Teachers 9:00-12:00
Monday, October 10, 2011: Growing Mentors as Teacher Leaders
Tuesday, October 18, 2011: ESP Workshop: Mental Health Issues of Students
Thursday, January 19, 2012: Mentoring-Keeping the Communication Open
Thursday, January 26, 2012: ESP Workshop: Strategies for Dealing w/Problem Behaviors
Wednesday, March 21, 2012: ESP Workshop: Dealing with Diverse Students
Date TBA: April, 2012: Overview of National Board Certification

~ WORKSHOP DESCRIPTIONS ON BACK ~

USEFULL IS....

- ◆ *your professional organization providing professional development and licensure assistance to you at no additional cost!*
- ◆ *members helping members!*
- ◆ *your union dues working for you!*

Seats are limited and fill quickly!

Watch for these flyers and register early!

All workshops begin at 5 p.m. (unless indicated otherwise) at the UEP Building in Brookfield, with a light meal being served at 4:30 p.m.

PI34 "Licensure" Workshop Descriptions

Overview of PI34 Workshop

An explanation of and brief history of the PI34 law will be provided to all participants. After that, the group will go into two specialized sessions, one for Initial Educators and one for Professional Educators (educators who received their license prior to August 2004) where the Professional Development Plan (PDP) process will be explained.

Goal Writing Workshop

Experienced educators will be on hand to help educators develop and write their goal for their PDP, as well as access internet support.

Goal Approval Night

DPI approved reviewers will work with Initial Educators to approve their PDP goal so they can officially begin carrying out their Professional Development Plan.

DPI Reviewer Training

This one day workshop will take participants through the DPI training that enables them to be certified as PDP Team Reviewers.

PDP Annual Progress "Check-in" Night Workshop

This class will make sure you have completed Step III and Step IV of your PDP correctly, including exemplary examples of pieces of evidence. This is necessary to prepare you for your PDP verification.

PDP Verification Night

PDP Reviewer teams will be available to read and verify educators' Professional Development Plans in time to meet the June 30th deadline.

General "Learning" Workshops

Toolkit for Teachers : "Organize, Manage, and Survive!"

This workshop is designed for teachers who have been in the profession for less than 5 years, yet can be beneficial for any educator! The focus of this workshop will be classroom organization, time management, classroom management, and student engagement. Participants will walk away with a wide array of teaching tools.

Growing Mentors as Teacher Leaders

Participants will learn the role of teacher leaders and explore strategies on how to grow professionally as leaders. Key techniques for developing high quality mentor/mentee relationships will be shared, and participants will develop an action plan and set goals for the school year using mentor standards.

ESP Workshop: "Mental Health Issues of Students and How Best to Deal with Them"

Come to find out effective ways of identifying and working with students who are experiencing a variety of mental health issues.

Mentoring – Keeping the Communication Open

Participants will explore coaching language and the thinking behind it. Strategies on how to organize and focus communication between mentor and mentee will be shared. This session will provide a mid-year "boost" with fresh ideas on how to continue a positive professional relationship even during challenging situations.

ESP Workshop: "Strategies for Dealing with Problem Behaviors"

This workshop will provide Education Support Professionals with strategies to effectively deal with students, parents, and colleagues who exhibit problematic behaviors.

ESP Workshop: "Dealing with Diverse Students"

This will be an excellent opportunity for Education Support Professionals to learn about techniques they can use to help EVERY student they work with succeed!

Overview of National Board Certification

Come to this workshop to learn the "ins and outs" of National Board Certification, as well as support opportunities available if you decide to pursue it.