

THE GLUE NEWSLETTER

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Creating a Sustainable Salary Schedule

By Chris Perillo, Interim Executive Director

Generally, when we hear about interest in salary increases, it is something exciting: new income; a reliable source of increased funding; help paying off debts. For Kenosha teachers, however, it means something else: a possibility of stagnant wages.

Getting a bonus is generous, but it comes with the reality that the funding provided now will not be there in the future, and that the paycheck coming next September will be a reduced amount. Although this might help a teacher get new tires for their car or get caught up on a student loan payment, it does not help a teacher plan for long-term financial goals, such as planning to fund their children's college education or buying a home.

The negotiations for the base wage increase yielded a minuscule 0.12% wage increase, which comes out to approximately \$72 for the average teacher for the entire year. Those increases were based on the current wage, which corresponds to steps and lanes on the salary schedule. The steps and lanes have been frozen for several years, giving no increases due to experience or additional coursework or degrees.

Last Friday was the deadline for turning in course work to update the District records. Teachers contacted colleges and universities, near and far, to purchase transcripts for the District. Everyone I talked to about it had the same hopes, that it means the District is planning to implement the salary schedule again.

Last week, teachers were treated to a survey full of "options" to give input on future salary schedules. One teacher from McKinley expressed frustration with the surveys. He indicated he had already lost track of how many surveys they have been asked to fill out and how many hours of time have been spent this year filling out mandatory surveys.

Even with the transcripts, surveys, and the interest from the School Board to "do something" about the state of teacher salaries, there has been no discussion of funding the salary schedule and compensating teachers for their experience and training.

Since 2011, there has been a 14% decrease in the teacher count in KUSD, that is the 22nd highest decrease out of 426 school districts, and the highest drop of any urban school district. You can read more about the impact of school funding changes since 2011 in the series by the

Milwaukee Journal Sentinel here:

<https://goo.gl/U4QV1T>.

What makes the statistic even scarier is that it is coupled with a 28% reduction of enrollment in teacher preparation programs in the state of Wisconsin since 2009:

<https://goo.gl/Xs740a>. Based on the Center for American Progress Study, with the consistency of bonuses instead of base-building wage increases, we can expect both numbers to continue to increase. For Kenosha kids, this means more long-term substitute teachers, more hiring of inexperienced teachers on provisional licenses, and the furthering of the flight of teachers from Kenosha.

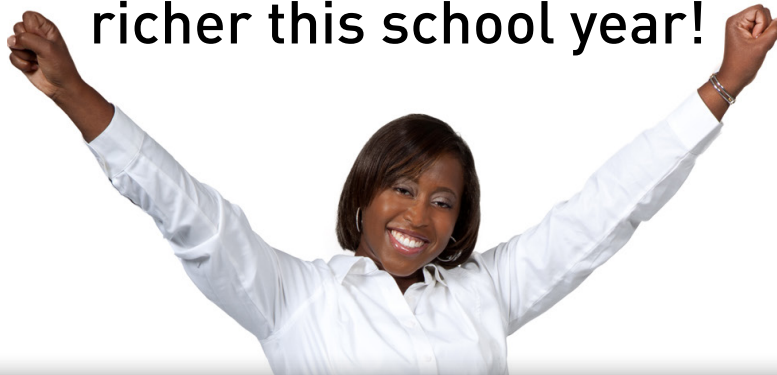
The District has set aside the funds necessary to fund the steps and lanes in the schedule. The District has the coursework information needed from teachers to prove their advanced degrees and professional development. Teachers do not want another bonus. They need and deserve base-building wages to compensate them for their expertise and additional education.

We need to make our voices heard at the next school board meeting on Tuesday, November 15th at 7:00 P.M. and tell them we want the salary schedule funded. It is time to take a step forward and start attracting and retaining talented teachers for Kenosha's children.

Free Financial Consultations for KEA Members!

Need a financial check up? WEA Member Benefits will be at the KEA to answer questions on a wide range of financial topics. Get more information and RSVP for a slot here: <http://bit.ly/2dvpyQv>

Let us help you
make your students' experience
richer this school year!



WIN \$100!

Enter our drawing for a check to purchase supplies
for your classroom.

This is an exclusive opportunity for
KEA members only!

Deadline to enter is December 1, 2016.

To enter, visit
weabenefits.com/keaclassroomsupplies.

Rules and eligibility for classroom supplies drawing can be viewed at weabenefits.com/classsupplies1116.

*If you choose to invest in the WEA Tax Sheltered Annuity or WEAC IRA program, fees will apply.
Consider all expenses before investing.

The Trustee Custodian for the WEAC IRA accounts is Newport Trust Company. All investment advisory services are offered through WEA Financial Advisors, Inc. The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA. Property and casualty insurance programs underwritten by WEA Property & Casualty Insurance Company. Certain policy exclusions and limitations may apply. The terms and conditions of your coverage are exclusively controlled by your written policy. Please refer to your policy for details. All discounts current as of July 2016 and subject to change at any time. Long-term care (LTC) insurance products are underwritten by multiple LTC insurers. Program administered by LTCi Marketing Administrators Inc. (LiMA).

1-800-279-4030 Retirement
1-800-279-4010 Insurance
weabenefits.com



ANNOUNCEMENTS

Calendar of Events

Individual Financial Consultations

Tuesday, November 8
(RSVP Required, KEA Office)

Degrees Not Debt Workshop

Wednesday, November 9
(4:30 p.m., KEA Office)

Board of Directors Meeting

Thursday, November 10
(4:30 p.m., KEA Office)

PDP Drop-In Support

Monday, November 14
(4:30 p.m., KEA Office)

WRS Seminar

Tuesday, November 15
(5:00 p.m., KEA Office)

Regular School Board Meeting

Tuesday, November 15
(7:00 p.m., ESC)

Association Representative Assembly Meeting

Thursday, November 17
(4:30 p.m., KEA Office)

Perspectives to Practice: Creating Welcoming Schools for Transgender and Gender Expansive Youth

Tuesday, November 29
(4:30 p.m., KEA Office)

Donors Choose

Thursday, December 1
(4:30 p.m., KEA Office)



Have you voted yet?

Vote "YES" in the KEA Recertification Election Today!

The KEA Recertification Election is here! You can vote 24 hours a day, seven days a week, any day between now and until noon on November 16. Vote online at www.aaaelections.org/WERC or call toll free at 1-866-458-9862 (it takes a minute or less to vote).

The teacher unit, which includes all KUSD teachers (it does not include ESPs or Substitute Teachers), are eligible voters in this election. You DO NOT have to be a KEA member to vote.

A YES vote means the KEA will continue to represent you in collective bargaining with KUSD (this includes teachers that are not KEA members).

To win this election, 51% of ALL employees in the unit must vote YES. If you do not vote, it counts as a "No" vote.

**VOTE "YES" to support your colleagues and RECERTIFY the
Kenosha Education Association.**

Degrees Not Debt Workshop

When: Wednesday, November 9, 2016

Where: KEA Office

Cost: Free for KEA Members and \$100 for Potential Members

Register: <http://bit.ly/2ekD25h>

Degrees Not Debt (DnD) workshops provide educators with information and resources to tackle their federal student loan debt. DnD workshops will address enrolling in Income-Driven Repayment (IDR) plans and various federal loan forgiveness programs, including Teacher Loan Forgiveness, Teacher Loan Cancellation and Public Service Loan Forgiveness.

From Perspectives to Practice: Creating Welcoming Schools for Transgender and Gender Expansive Youth

When: Tuesday, November 29, 2016

Where: KEA Office

Cost: Exclusive to KEA Members Only

Register: <http://bit.ly/2eHa5hq>

A 90 min session, which will include an emphasis on helping participants:

- **Understand the differences and connections between assigned sex, gender identity, and sexual orientation**
- **Gain an awareness of the experiences of this student population**
- **Learn simple, day-to-day practices they can use to demonstrate an awareness of gender diversity**

KEA-Retired Potluck

All retirees are welcome to join us on November 16, 2016 for our Fall Potluck at the KEA building, 5610 55th Street, as we either celebrate or commiserate over the results of the election. We will provide hot beef sandwiches and beverages. Please bring a dish to pass.



Agenda

11:00-11:15 Meet and Greet and Announcements

11:15-11:30 KEA Update: Chris Perillo, KEA Interim Executive Director

11:30-12:15 Potluck

12:15-12:45 Q&A's about Medicare: Heather Vanoss, Benefit Specialist Coordinator
Kenosha County Aging and Disability Department

12:45-1:15 WEA-MedPlus and KUSD Health Insurance Plans Comparison: Eugene Dunk,
WEA Trust

Please RSVP by November 14 to: Barry Thomas
262-859-2960
bthomas6@wi.rr.com